

Teachers'

Bulletin

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New School Staffing Talks

The New School Staffing sub-committee of the Joint Staffing Advisory Committee will be meeting November 23. The Board and the Union will discuss the protocols to be followed in hiring staff for the new schools, and the adjustments that must be made to the Critical Path.

The Teachers' Bargaining Unit will be represented by Jim Young, Chief Negotiator, Anne MacDougall (IRHS), Jeff North (MMR) and Brad Fisher, President.

The Board will be represented by Regan Heffernan, Larry O'Malley, Karen Hartman, Pam Hutton, Debbie DeBoer, and Debra McFadden.

Health and Safety Activist Award

At the Oakville and District Labour Council Activist Dinner, November 10, TBU Health and Benefits Officer John Watson was awarded the Health and Safety Activist Award. The award was presented by Brad Fisher, President of OSSTF District 20.



Kim Darby, Vice-President of OSSTF District 20 Teachers lays a wreath on behalf of the bargaining unit at the Remembrance Day Services at the Burlington City Hall Cenotaph.



Canadian Geographical Society College of Fellows OSSTF District 20 congratulates Jane Kerr-Wilson, M.M. Robinson High School, on her invitation to join the Royal Canadian Geographical Society College of Fellows.

Teaching Three in a Row

Is Collective Agreement Being Followed?

The Board was reminded at the Joint Staffing Advisory of Article 18.05.00 which places limits on assigning Teachers three periods in a row. Teachers must not only agree before being assigned the three periods in a row, but Branch Presidents must be notified, and the Board must supply a list to the Union of the Teachers agreeing to this.

There are reports that Teachers are being told after the fact, and Branch Presidents are not being informed. One school has now reported at least 33 Teachers with a three-in-a-row schedule. Grievances are being considered.

Gary Allan Grievance Update

The policy grievance regarding an arbitrary change to the working conditions at Gary Allan High School was acknowledged by the Board. The school had attempted to have the 40 minute lunch periods added to the length of the day of all programs. The Board stated that the change would be reversed and that Teachers would continue to work with last year's working conditions.



Crisis Awareness Learning Modules Workshop

The Crisis Awareness Learning Modules (CALM) workshop organized by Janet Scott, TBU Educational Services Officer, took place on November 3rd, 2011 at the OSSTF District Office.

Provincial OSSTF Calls Meeting of Presidents, Chief Negotiators

A special meeting of all Bargaining Unit Presidents and Chief Negotiators has been scheduled for Thursday, November 17 at the **Westin Bristol Place Toronto Hotel**.

This meeting will include an update on developments related to the 2012 round of negotiations in the elementary and secondary sector. The provisions of the Provincial Discussion Review Report will be discussed at this meeting.

A meeting of Bargaining Unit Presidents will follow to discuss the Report of the In-house Strategy and Structure Review Committee.

Ministry of Labour Inspections

Ministry of Labour inspections of Halton District School Board secondary schools have found that there is a general lack of training in the facilities.

Some of the specific areas of concern included:

- Lack of Machine Safety Guards
- Ingestion of food where chemicals are present
- Inadequate ventilation and exhaust fan issues
- Improper storage of compressed gas
- Lack of access to master shut-off valve for gas in science labs

As of this report M.M. Robinson, Iroquois Ridge, Robert Bateman, and New Street have not been inspected.

Medical Information Golden Rule

"Thou shalt only give medical information to Employee Health Services."

Do not give to a principal, secretary to fax, or to your Department Head.

Teachers Victims of Bullying

An OSSTF study of those working in education showed that 55% of teachers and educational workers have been bullied. Of those:

- 36% have been bullied by one or more students
- 24% have been bullied by a principal, vice-principal, administrator or supervisor
- 20% have been bullied by a parent/guardian
- 20% have been bullied by a colleague

OSSTF is running a workshop **BEYOND BULLYING: Building Safe Workplaces** on February 23, 2012 4-7 p.m.

This interactive workshop will explore the issues around workplace bullying: the types of bullying, the consequences of bullying and strategies for preventing and dealing with bullying behaviour.

PD Committee Approves Eleven Teachers Helping Teachers Projects

The TBU Professional Development Committee met October 24 and approved 11 projects involving \$ 3,000 approximately. OSSTF District 20 is sponsoring release time for groups of 2-3 teachers to spend time on **teacher mentoring** or **collaborative planning**. Teachers may apply for one half day of release. Another round of applications will be considered after the Nov. 18 PD Day.

Secondary School Reviews Continue

Schools Involved Not Released...

The Secondary School Review process will take place in the 2011-12 school year. The HDSB Steering Team will be reviewing the 2010-11 process and developing 'next steps' for the 2011-12 School Reviews November 21st and 23rd. Jim Young, TBU Chief Negotiator, will be representing the TBU.

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