

## New Teacher Workshop Presentation

# OSSTF Toronto: An Introduction for New Teachers

**Presented by:  
Jason Kunin**

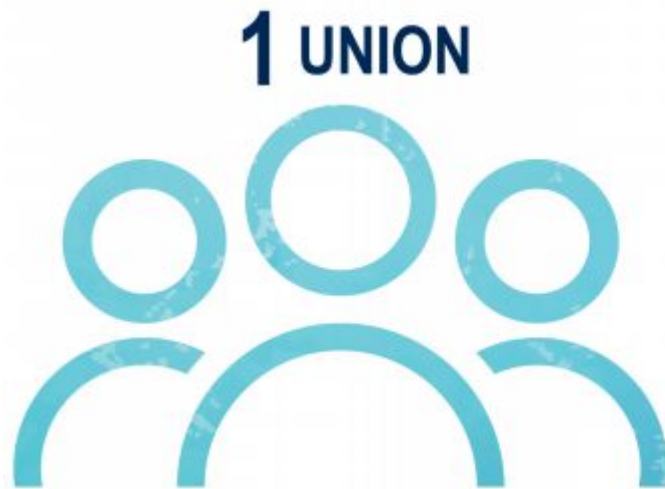


# OSSTF TORONTO

# What is OSSTF/FESSO?

OSSTF is a trade union made up of teachers and education workers, as defined under the *Labour Relations Act*.

The primary job of any union is member protection.



**1 UNION**

**60,000 MEMBERS**

**230 JOB CLASSES**

**151 BARGAINING UNITS**

**37 DISTRICTS**

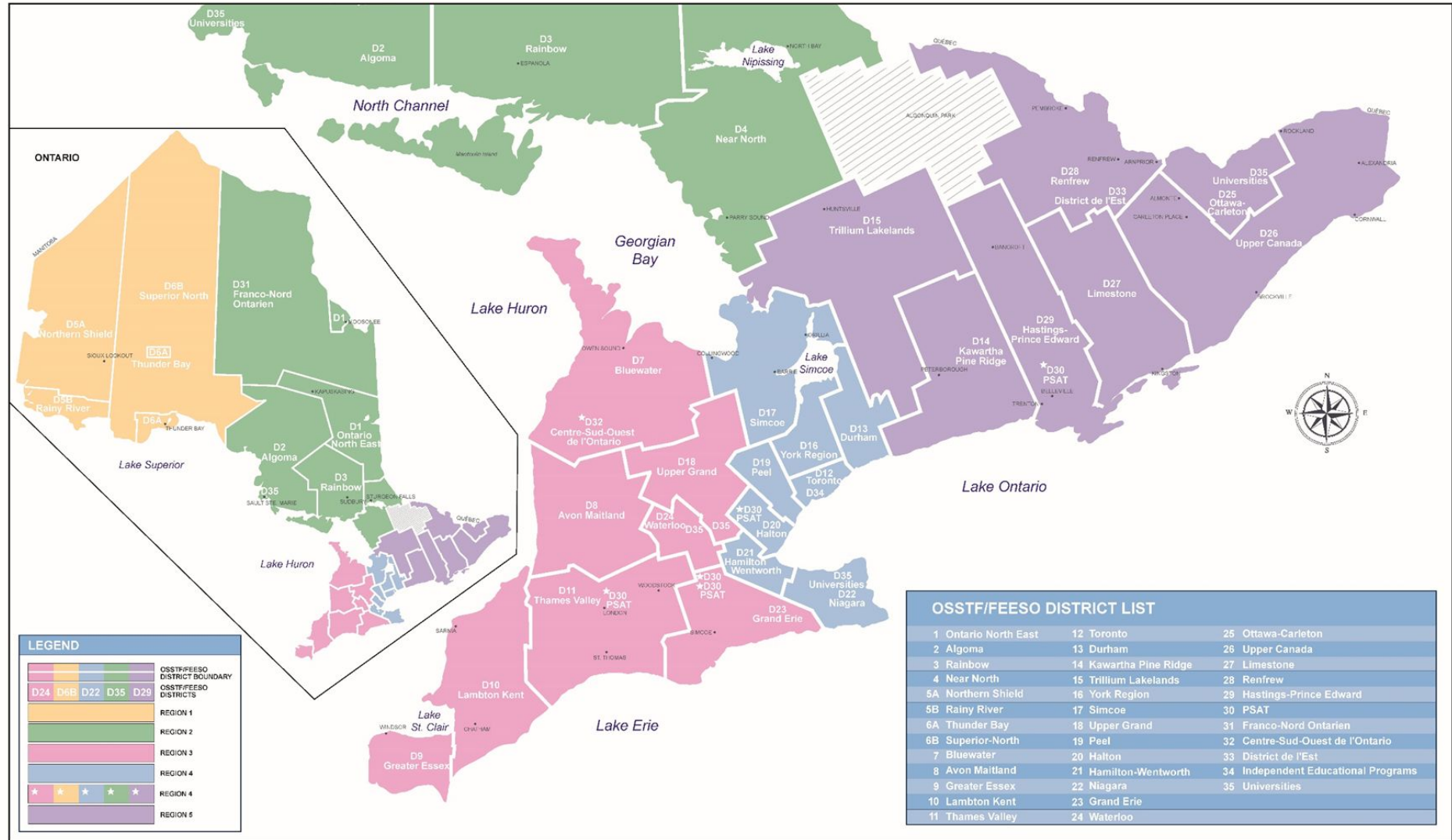


# Video: Short History of OSSTF

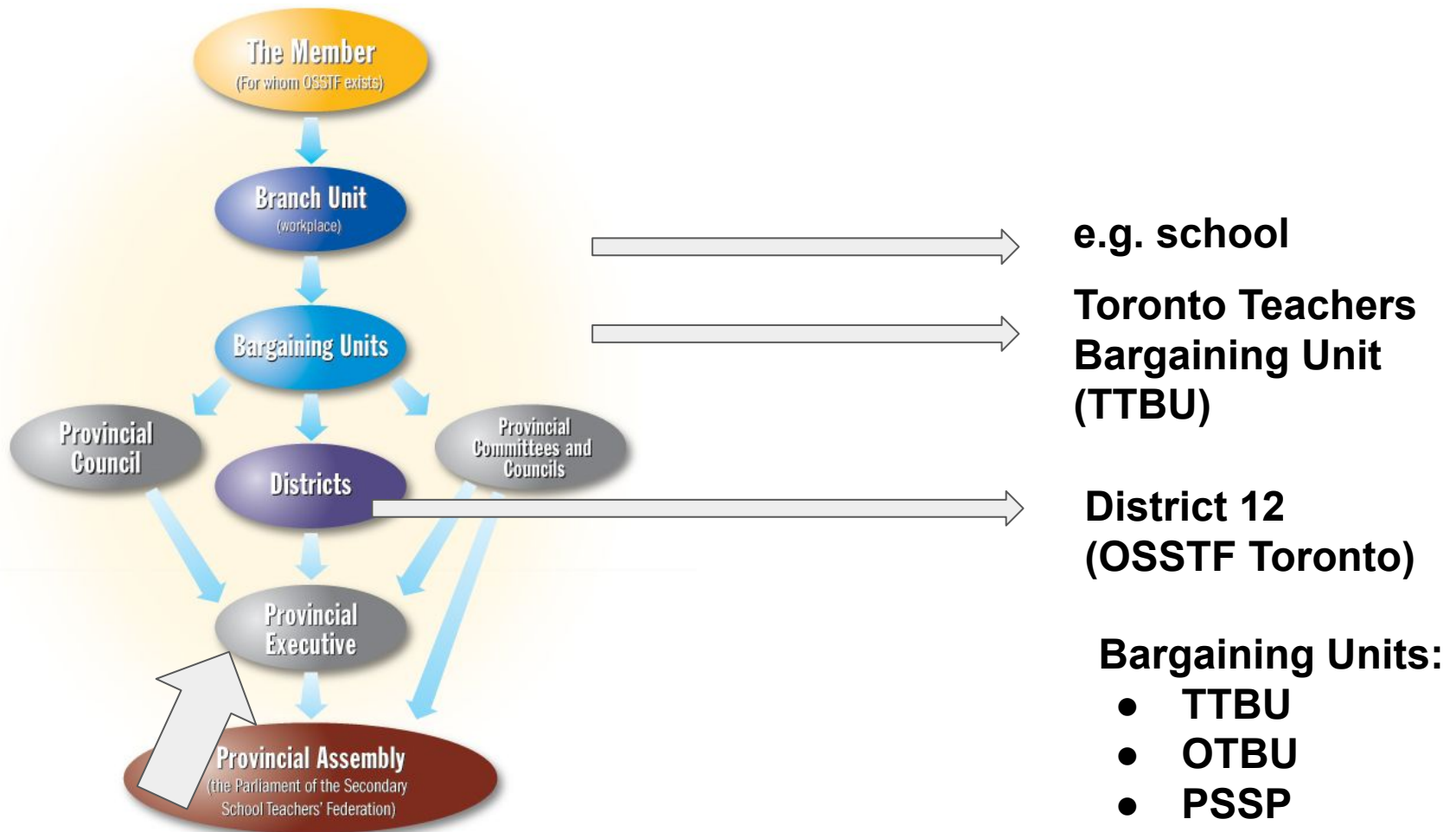


[History and Facts](#)

# OSSTF/FEESO DISTRICT MAP



# OSSTF is a member-driven organization



Ontario Not-for-profit Corporations Act (ONCA)





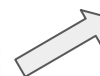
# The Current Provincial Executive



L-R: Karen Littlewood-President/CEO,  
Malini Leahy -V.P.,  
Martha Hradoway-V.P.,



**Elected**



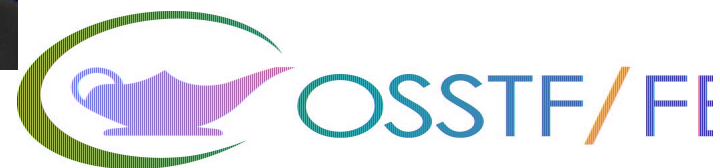
L-R: Sherry-Ann Bowen-Gordon, EO,  
Roxanne Beauchamp, EO; Colin Matthew,  
EO; Jeff Denys, Treasurer



L-R: Chris Goodsir-General Secretary,  
Vaino Poysa-Assc. General Secretary,  
Joel Duff-Assc. General Secretary, \  
Jim Spray-Assc. General Secretary/CFO



**Appointed**



# The Current Local Executive Members (TBU)



**Michelle Teixeira**  
*President*



**Mike Platt**  
*Vice-President*



**Chris Chandler**  
*Vice-President*



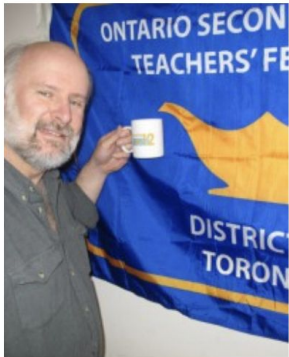
**Mark Kissel**  
*Executive Officer*



**Jason Kunin**  
*Executive Officer*



**Rony Masri**  
*Executive Officer*



**David Pickering**  
*Treasurer*



**Nicole Gauthier**  
*Executive Officer and Chief  
Negotiator*



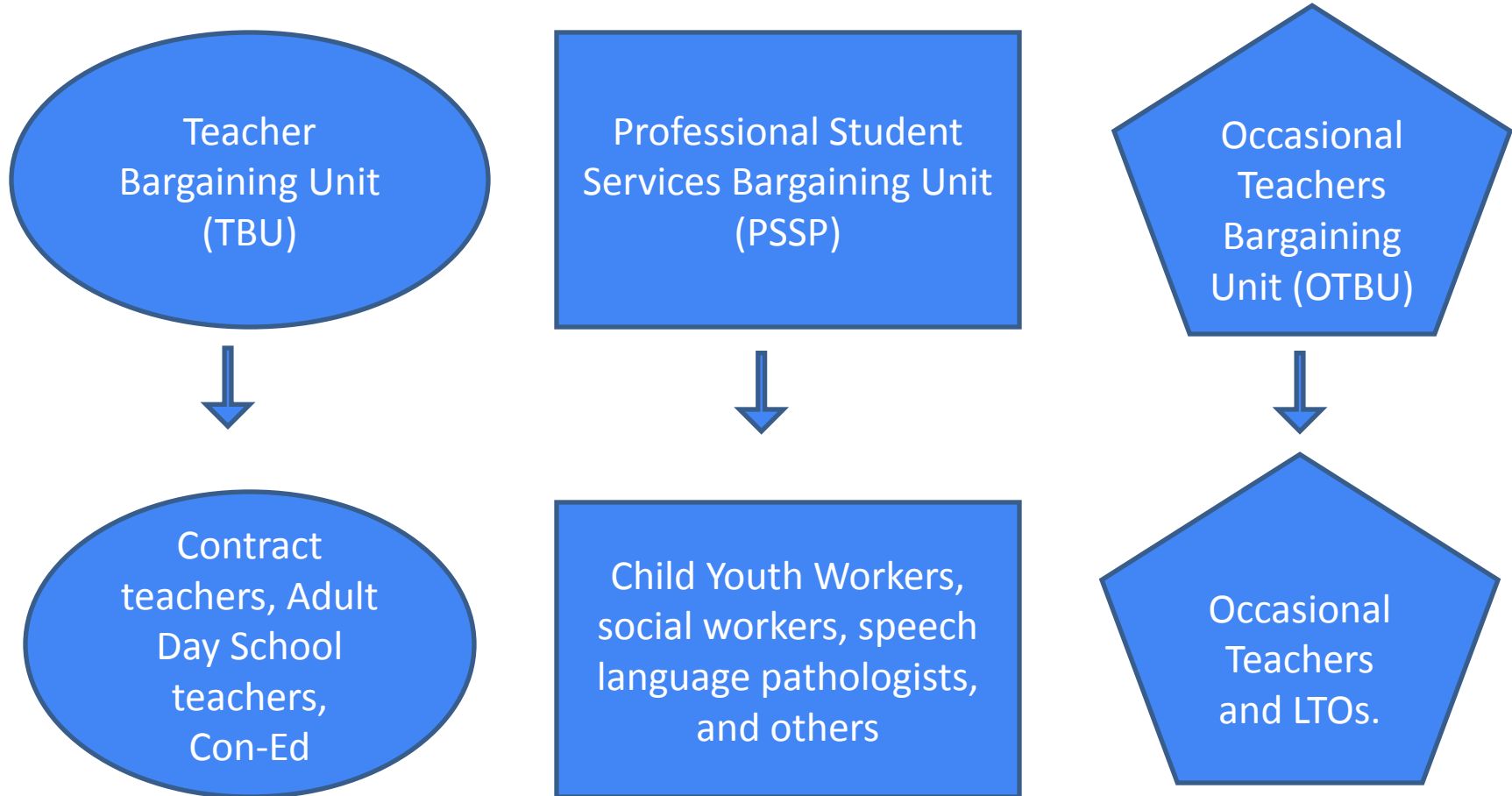
**Hayssam Hulays**  
*Executive Officer*



**Esther Uhm**  
*Executive Officer*

# District 12 Toronto

- The District is made up of three (3) Bargaining Units:



OSSTF Toronto

Toronto Teachers' Bargaining Unit

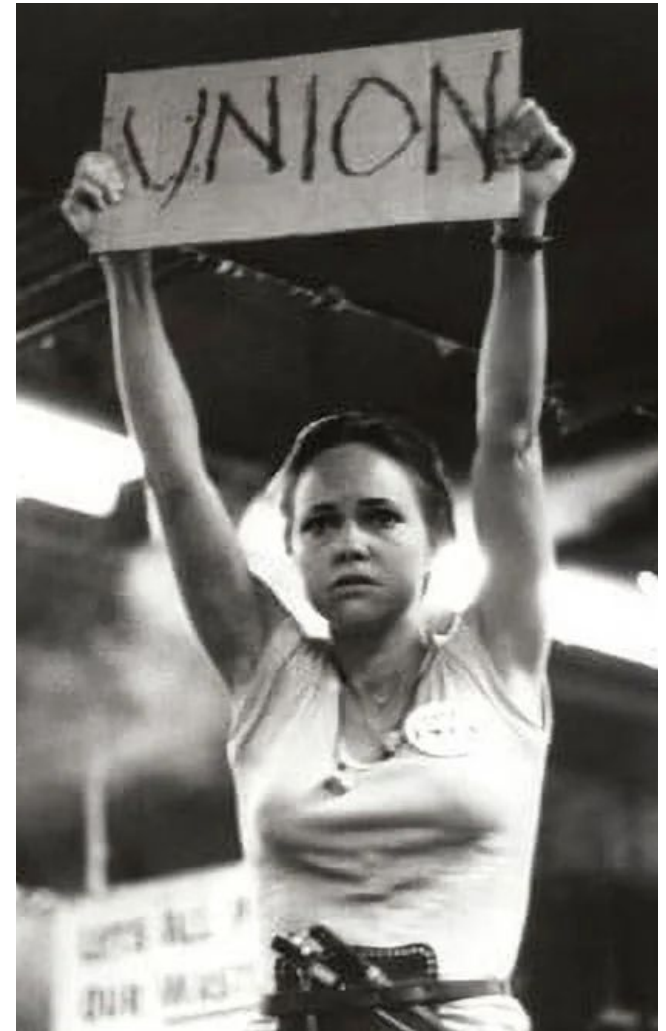


# How do I get involved?

Join your Branch Executive.

Positions you can run for include:

- Staffing Committee
- Workload Rep
- Health and Safety Rep
- Council delegate
- Branch vice-president
- Branch president
- Committee Rep



# OSSTF Toronto Committees

- Black, Indigenous, Workers of Colour (BIWOC)
- TBU Constitution and Steering
- Communications and Political Action (CPAC)
- Finance
- Pride
- Human Rights
- Eco
- Status of Women

# District Committee Awards

Camille Natale Award (Human Rights Committee)

- \$250 student human rights award

Award of Merit (Human Right Committee)

- Staff human rights award

Pride Bursary (Pride)

- \$100/per worksite award

Kathryn Maxwell Bursary (Status of Women)

- \$100/per worksite award



OSSTF Toronto

Toronto Teachers' Bargaining Unit

# Student Achievement Awards (CPAC)





# Get involved with the Fund Our Schools campaign!

We  our schools!

**BUT** THERE ARE PROBLEMS THAT NEED URGENT ATTENTION!

**IT'S TIME TO SPEAK UP AND SPEAK OUT!**



**Tell your story. It's important!**

Campaign for Publicly-funded Education • [FundOurSchools.ca](http://FundOurSchools.ca)



# Annual Meeting of Provincial Assembly (AMPA)



# **Committees and Councils**

**Addressing Anti-Black Racism/ Racism Committee**

**Comité des services en langue française**

**Equity Advisory Work Group**

**First Nations, Métis and Inuit Advisory Work Group**

**Human Rights Committee**

**Status of Women Committee**

**Communications and Political Action Committee (CPAC)**



# OSSTF/FEESO publications

## *Education Forum*



## *Update*

OSSTF/FEESO

# Update

2019-2020 • VOL. 47 NO. 2  
pre-AMPA issue

## Student Achievement Awards

We all know "One Strong Woman". We all have one in our lives. She may be a teacher, mother, best friend or an activist that we have read about. That was the inspiration for the OSSTF/FEESO 2020 Student Achievement Awards. We received submissions from the most remote locales to busy metropolitan centres across Ontario. Whether Writer's Craft or Visual and/or Media Arts, teachers and education workers are using the Student Achievement Awards, in honour of Martin Drysdale, as an essential tool in classrooms to engage all students. This year, our creative artists, whether in visual or digital media arts, excelled. The OSSTF/FEESO judges had great difficulty choosing a winner in each category.

The nine award winners will be officially honoured at AMPA during a ceremony featuring the traditional video and will be presented with awards of \$1,000 each. For a sneak peek at the provincial winners, please read on.

In the Prose and Poetry Division, Dya Verma, of Mayfield Secondary School in Caledon, was the winner of the Intermediate Academics 9-10 category with an incredibly touching story called Luna. This story highlights the hate turned regret of a mother at the changing identity of her son to a daughter. Dya's story encourages us to love before it is too late and to be compassionate and accepting, even when we do not always understand.

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Winner of the Senior 11-12 Visual Arts category. A Gleaner of Support by Sarah Yamashita, Hellenburg Press Secondary School in Angus

Maria Fernanda Lima Fernandes Reis of John F. Ross Collegiate Vocational Institute in Guelph claimed the Intermediate 9-10 Applied Essential with her beautiful poem about her mother called Fabiana. Maria, an International Baccalaureate student from Brazil, shares with us the struggles that her mother encountered on her journey to becoming a physician, a mother and a strong role model for Maria. She also cites her teacher, Mrs. Taylor in her supporting letter to us, saying that her poem is "in fact, the full of three strong women: the one who inspired it, the one who wrote it, and the one (Mrs. Taylor) who believed in it."

Brooke Sinclair, a student at Lambton Central Collegiate & Vocational Institute in Paisley, won in the Senior 11-12 University category for her poem And You Will Sing. Inspired by Indigenous singer Buffy Sainte-Marie, Brooke takes us through Buffy's life, through painful words of the genocide of her people and the forced assimilation of children through the church. The words Brooke uses are strong and powerful and yet, in the end, she marvelled at how, despite the pain Buffy felt and how lived through, she sang.

In the 11-12 College/Workplace category, Julie Mai, of Stephen Lewis Secondary School in Thornhill, narrates the loneliness and agony of striving for the perfection of being and becoming a strong woman in The Golden Gossamer. Julie perfectly illustrates the great effort that many women must make to balance life while striving to be perfect. She shows how letting go of that false expectation opens up the possibilities for a change from stressful perfection to her realization that "life should be an enjoyable adventure."

Livvy Blaber, of Gloucester High School in Gloucester, won the category of French Prose and



# Curriculum Resource Writing

## Call for team members—Women in Canada: History & Accomplishments Curriculum Resource

Posted on September 29, 2020 by OSSTF/FEESO in ARTICLES // 0 Comments



The Provincial Executive is looking for active members who would be interested in participating in this curriculum resource support development. Chosen team members will work in collaboration with OSSTF/FEESO staff to develop these supports for members.



# Get involved with PD development

## Call for writers—Addressing Anti-Black Racism workshop

Posted on September 21, 2020 by OSSTF/FEESO in ARTICLES // 0 Comments



OSSTF/FEESO is committed to providing members with quality professional development. The Educational Services Department is looking for active members to join the writing team for a new Addressing Anti-Black Racism workshop. Members who are interested should have workshop writing or presentation experience and a strong understanding of the subject matter.

# Labour Day Parade





# Solidarity Actions





# Pride Month events





# Lobby Day



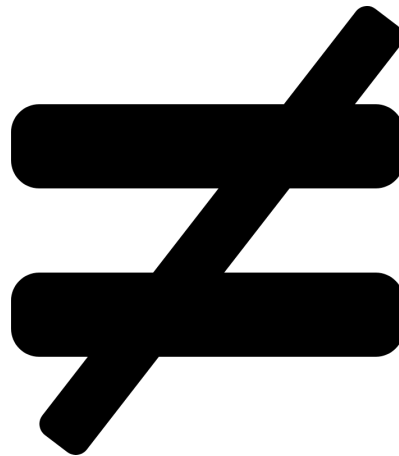


# Job Action



# We don't run the schools

- Under the Education Act, it's school boards that run the schools
- Programming is the purview of the Board
- “Management rights” is the default unless otherwise limited by legislation or the Collective Agreement



**Not the same thing!!!**



# We are not lawyers

- We represent the member in relation to the employer.
- We do not attend meetings with parents or students
- Legal assistance is for very specific circumstances related directly to the workplace, it goes through the provincial office, and it is subject to approval by the Member Protection Workgroup



# Advice for Members

- Teachers are in a “position of trust” and are held to a much higher standard of conduct than the general public.
- Be attentive to your off-duty conduct
- Keep your social media clean
- Maintain professional boundaries between yourself and your students



# Be aware of the OCT's Professional Advisories:

*Professional Boundaries*

*Use of Electronic Communication and Social Media*

*Professional Misconduct Related to Sexual Abuse  
and Sexual Misconduct*

*Safety in Learning Environments: A Shared  
Responsibility*

*Duty to Report*

*Professional Advisory on Anti-Black Racism*

Also, the Standards of Practice



# **TDSB procedures to be aware of:**

- Code of Conduct (PR585)
- Social Media and Online Content (PR735)



# When to contact your Executive Officer (EO)

- When seeking a medical accommodation
- If called to meet with your administration and told you can have OSSTF representation
- If you have a health and safety concern
- If you are injured at work
- Before speaking with police or CAS
- If you receive an unsatisfactory rating on NTIP/TPA
- If you are looking for mediation
- If you have questions/concerns related to your employment with TDSB



ANY  
QUESTIONS  
?