



Element
Ontario English Catholic
Teachers' Association

Dufferin-Peel (OECTA) Representing Elementary Teachers

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www.catholicteachers.ca
www.elemdp.com

Service to Members
Call Early. Call Often.

God's Path

As I walked down the path,
Feeling lonely and sad,
I couldn't fathom what went wrong,
Why things had gone so bad?

It's not my fault, I told myself,
The world, they're all against me!
I'd like for things to go my way,
Why can't they just let me be?

But as I reached the end of the path,
With no place left to go.
A little voice whispered in my ear:

Love the world and do not fear.
I sent you not to go your way,
But trod my path and do not stray.
Serve my world, my child,
They need you there,
Love my people, show them you care.

By: Sandra Pereira
St Richard School

(Thank you to Michelle Zanfir for the photograph)

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UNIT SECRETARY - Diane Mulvale
RECEPTIONIST - Tracey Weir

secretary@elemdp.com
 receptionist@elemdp.com

EDITORIAL POLICY

The DP Element is the voice of the Dufferin-Peel (OECTA) Elementary Unit. Members' submissions are encouraged. Submissions must be keeping with the aims and objectives of the Unit. Final approval of articles rests with the Editorial Board. Please direct suggestions or comments to the Unit.

UNIT OFFICE HOURS - SUMMER HOURS

July 1-July 19 from 9:00 a.m. to 3:00 p.m.

July 22-August 16- Unit Office Closed

August 19-August 30 from 9:00 a.m. to 3:00 p.m.

Regular hours resume the first day of school, September 3, 2019

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President's Report

Rose Procopio - president@elemdp.com

Collective Bargaining

It is no secret that our next round of bargaining will be a challenging one. The announcements and the continuous bullying by the Ministry and the Ontario government continues to cause uncertainty and stress for anyone who cares about quality education, which gives students the best opportunities for success and teachers the best working environment to support students.

Both at the Provincial and Unit level, we continue to work diligently in the interest of our membership. Our focus in the upcoming months and year is Collective Bargaining, preserving our Catholic identity, contract maintenance, protecting teacher jobs, and teachers' working environment.

Ontario's education system ranks amongst the best in the world because of the hard work that YOU do! Yet, we find ourselves once again being vilified by the current Ontario government.

Those of you who have been working in education long enough will recall the challenges to education that transpired during the Rae days and the political protest of 1997. You will also remember that, as educators, we united in 1997 and delivered our message to the government loud and clear. Most recently we delivered the same message at the Education Rally that took place on April 6 at Queen's Park.

Just as we have done in the past, we will continue to do today and in the future. Now, more than ever, **it is important to stand in solidarity with each other—in our staffrooms, in our schools, in our boards, with educators, and with every teacher in Ontario.** Our voices must be strong and united. These announcements cannot divide us or make us cower. It is not acceptable for even one teacher to lose a position and it is certainly not acceptable to expect a world class system to be undermined and dismantled to reach a government's fiscal goal or a personal agenda.

You are strongly encouraged to stay informed, and there are many ways to do so:

- Read the emails from OECTA Provincial and DPEU
- Access the Members' Site on the OECTA website and www.elemdp.com.
- Follow @OECTAProv on Twitter and [catholic_teachers](https://www.instagram.com/catholic_teachers) on Instagram
- And read government news releases at Ontario News

OTBU Task Force (AGM 2019)

The Unit and the Association are very proud of the resolutions that passed at this year's Annual General Meeting pertaining to Occasional Teachers.

As noted in past communications via email, the Occasional Teacher Bargaining Unit Task Force made numerous recommendations regarding Occasional Teacher representation meant to bring practices that had evolved over decades back in line with the Provincial Handbook. The Provincial Handbook never contemplated separate and distinct Occasional Teacher Units: **all teachers, permanent and occasional, are to be represented under one single unit executive according to their respective panel.**

Occasional Teacher Bargaining Units were originally meant to only preside over bargaining and maintenance of their collective agreements—Occasional Teachers were to receive all other services from the permanent teacher local unit. With the resolutions that have passed, the Occasional Teachers will continue to bargain and have a separate Occasional Teacher Collective Agreement, but all other representation (including collective agreement maintenance, grievances, posting processes, and representation) will fall under the responsibilities of Dufferin-Peel (OECTA) Elementary and its Executive.

A new **release position** will be added to the complement of Unit Release Officers to support Occasional Teacher representation. The specifics in regard to the amount of release time, responsibilities, compensation, and appointment protocol are in the process of being determined. This position will come into effect July 1, 2019. Further details will be shared with Members in the near future.



The Unit will keep Members informed as we transition to this new structure. Many logistical details need to be worked out and we ask for everyone's patience as the release officers and Unit Executive move forward to implement the changes made to the OECTA Handbook. We are doing so in consultation with all three current bargaining units (Occasional Teachers, Elementary, and Secondary) and OECTA Provincial.

Rest assured, every teacher, occasional and permanent, will continue to be represented and supported.

Unit Elections

On Thursday, May 9, 2019, Unit Elections were held at the Capitol Banquet Centre. I would like to thank everyone who put their name forward as a candidate for the Unit Executive and for their demonstrated leadership. As well, I would like to thank all the Members who attended this important General Meeting. For departing Executive Member, Lucia Sasso, the Unit wishes her all the best. Your contributions to the educational system, the Unit Office and the Association have impacted the lives of many.

OECTA Staff Rep Role

As this year comes to an end, OECTA members are reminded that the OECTA Staff Rep is an elected position. School level elections for Staff Rep should occur **prior to the end of the school year, in June**. Information related to the roles and responsibilities of a Staff Rep are in the Unit ByLaws, which are available for Members on the Local website at www.elemdp.com. Reps are provided with mileage and childcare claims to attend meetings as well as a \$30 stipend per meeting attended.

Please notify the Unit office as soon as possible with the name of the representative for your school for the 2019-2020 school year.

Appreciation Dinner

On Thursday, May 23, 2019, the Unit's Annual Appreciation Dinner was held. The Unit honoured and showed appreciation to many of our Members. We had the opportunity to express our gratitude to our retiring Members, our 25-year award recipients, Association Representatives, Committee Chairs as well as the recipients of Unit's Award Association Representative, and the Dufferin-Peel (OECTA) Service Award.

Concluding Remarks

With the summer vacation upon us, I wanted to take the opportunity to wish every Member a well-rested, relaxing, and safe summer. May God protect and guide you and your family and keep you safe and healthy, always. I look forward to continuing to serve as your Unit President and encourage you to call the Unit should you have questions or require assistance.

Acting First Vice President's Report

Sandra Vukosich - firstvp@elemdp.com



Local Professional Development Committee

This year, the Unit through the Local Professional Development Committee, was able to offer three PD Workshops to our Members. The workshops included: **Planning for the Special Education Classroom, Teaching English Language Learners, and Mental Health Wellness: Mindfulness for the Modern Teacher**. The workshops were well received by those who attended. The Committee is looking forward to planning more PD Workshops that meet the needs and interests of our Membership.

Young Authors Awards

Congratulations to all of the Teachers who participated in the Young Authors Awards. We received 15 entries and 10 have been sent on to the provincial level. Congratulations to the Local level winners and participants from St. John Bosco, St. Jean-Marie Vianny, St. John Paul II, St. Hilary, St. Stephen, St. Elizabeth Seaton, and St. Rose of Lima. The provincial level winners will be officially announced at the June COP.



Summer Institutes

The Local Unit has a long history of funding Summer Institutes for our teachers and we will continue to support the funding this year. Funding is available for \$50/day with a 3-day limit per Member. This year we have increased the allocation to a maximum of 50 applicants.

As this is our final issue for the school year, I would like to take this opportunity to wish everyone a blessed and safe summer.

Communication Officer's Report

Michael Schaus - communications@elemdp.com



Our DP Element newsletter continues to be a great source of news from the Unit Office, and we thank you for taking the time to read through it. The Communications Committee is a great place to get involved in our Local Unit if you have ideas for our newsletter and other ways we can best communicate with Members. Our next meeting will be in the fall, so please contact the office to sign up. All are welcome.

If you, or someone on your staff, is not receiving information and updates from the Unit, especially as Collective Bargaining approaches, please contact us. We will look into any issues and update our database accordingly.

I would also remind you that our Unit Twitter account ([@elemdp](https://twitter.com/elemdp)) and our Facebook page (search: **Dufferin-Peel OECTA Elementary Unit**) are great ways to get involved with your Unit on social media. We encourage you to follow both accounts to stay up to date.

Please be aware that our Unit website (www.elemdp.com) has a Members-Only section that is regularly updated with key information and forms. Please ensure that you are able to log in, and don't hesitate to contact us if you require any assistance.

Thank you to everyone for your support in ensuring that we remain a strongly connected Unit.
Have a great summer!



Health and Safety Advisor's Report

Heather Gremmen - hsadvisor@elemdp.com

Heat Stress/Hot Weather Program

Many of us have been in classrooms where the temperature does not reflect how hot the classroom really feels. That's because the temperature is only part of the equation. The humidity in the classroom is the other part of the equation. To determine the true condition of the workplace, both the temperature and humidity must be taken into consideration. Therefore, this past fall, a recommendation was put forth at the Joint Health and Safety Committee to the Dufferin-Peel Catholic District School Board that hygrometers be purchased for all partially or non-air-conditioned elementary schools in the Board. The Board agreed to the recommendation and hygrometers should now be in the schools.

There are no laws outlining the maximum temperature for school workers, the Board has developed a Heat Stress/Hot Weather Program for the protection of their workers. If your classroom feels very uncomfortable, notify your administrator. Ask your administrator to determine the temperature and humidity of your worksite. With the temperature and humidity readings, your administrator can use the Humidex Table and Heat Stress Response Plan to determine what course of action should be taken. You can find the complete Heat Stress/Hot Weather Program in the Board's Health and Safety Binder, Section 25, in the staffroom.

As always, if you feel there is a health and safety concern, please complete a GF395 Health & Safety Form. Should you experience a heat related incident (heat cramps, heat exhaustion, heat stroke or fainting) a GF390 Incident Form should be completed. Fainting is a critical injury as defined by the Occupational Health and Safety Act and must be reported immediately by telephone to the Health and Safety Department. Be sure to email or fax a copy of either form to the Unit Office as soon as possible.

It has been a pleasure serving you all as your Health and Safety Advisor this year. I wish you all a safe and restful summer.

Membership Assistance Officer's Report

Return-to-Work Meetings

Members who are returning to work after a medical leave of absence are required to have a Return-to-Work meeting scheduled prior to returning to active employment, as per the Central Terms of the Collective Agreement (Article 4.6.2). Members are encouraged to contact the Unit Office for information and to arrange for a release officer to attend the Return-to-Work meeting with the member.

Medical Accommodations

Teachers seeking medical accommodations in the workplace are required to provide medical documentation of their accommodations, that is, any limitations and/or restrictions as per Article 4.6.2 in the Central Terms of the Collective Agreement. Please contact the Unit Office for assistance.

Maternity/Parental Workshops

This year the Dufferin-Peel Elementary Unit hosted three well attended Maternity/Parental Leave workshops throughout the school year. As there have been changes to the benefits, the Employment Standards Act and Employment Insurance, next year's prospective parents are encouraged to attend one of the workshops even if it's not their first child. The Unit will once again be offering workshops in the fall, winter, and spring for the next school year. Please contact the Unit Office in the fall if you are interested in attending the workshop.



Teacher Welfare Officer's Report

Mario Zarkovic - two@elemdp.com

What Is A Grievance?

A grievance is a difference as to the interpretation, application, administration or alleged violation of the Collective Agreement.

The grievance procedure is a vehicle to work through contractual issues that arise. Where possible and/or applicable, the parties at the local level agree to discuss and/or attempt resolution to the matter prior to initiating the grievance procedure.

The Local Unit, in consultation with the OECTA Provincial Bargaining and Contract Services Department, handles all steps in the grievance process. It should be noted that Members do not file grievances. OECTA Provincial as the bargaining agent holds "carriage rights" over grievances and files grievances on behalf of Members.



Grievances follow a process as identified in the Collective Agreement:

- **Step 1:** The Unit in consultation with OECTA Provincial submits a written grievance. The parties meet to discuss the grievance and the Board replies in writing after the meeting.
- **Step 2:** If the grievance is not resolved at Step 1, the grievance can be referred to Step 2 involving the Associate Director or designate Superintendent. The parties meet a second time to discuss the grievance and the Board replies in writing after the meeting.

If the grievance is not resolved at Step 2, the grievance may continue through to a mediation and/or arbitration process involving a Mediator or Arbitrator. Whereas the Mediator may issue a decision, an Arbitrator shall issue a decision and in both cases the decisions are final and binding to both parties.

The grievance procedure can be lengthy depending on the complexity of the situation, the availability of dates to meet, and the scheduling of Arbitrators and/or Mediators. For more information about the grievance procedure please refer to Articles 9 and 10 in Part B of the Collective Agreement.

Any Member, who has reason to suspect that the Collective Agreement has not been applied, interpreted or administered in accordance with its terms, should contact the Local Unit Office.

Supervision

The maxima of supervision for teachers is 80 minutes per week (prorated according to their Full-time Equivalent Status), inclusive of inclement weather supervision. Any supervision that is assigned before school, during recess/lunch times and after school where a teacher is required to supervise students is considered supervision. In the event that a teacher's supervision time in a week exceeds the weekly limit, that teacher's weekly supervision time should be reduced by a corresponding amount in one or more of the weeks in the following month. The reduced supervision time is not to be covered by another teacher. Teachers are encouraged to document instances in which for the safety and supervision of students a teacher is directed to go over the 80 minute-maxima of supervision in a given week and inform their administrator that the time needs to be paid back within the current or following month. Instances can include longer than scheduled bus supervision duties due to a bus(es) being late, being directed to cover an absent colleague's duty requiring coverage, etc.

QECO

Have you completed or are currently enrolled in an Additional Qualifications (AQ) course? It is always a good idea to check regularly that your HR Profile in the Employee Portal reflects the correct grid step and corresponding salary. When a Member completes a course and a new QECO evaluation is received, the documentation must be forwarded to the Human Resources Department as per Article 4.027 in Part B of the Collective Agreement.

To qualify for a September 1st adjustment the teacher:

- Must have completed course requirements prior to September 1st
- Must submit to the Human Resources Department, by December 31st of that year, a revised QECO evaluation or QECO acknowledgement card

To qualify for a September 1st adjustment the teacher:

- Must have completed course requirements prior to January 1st
- Must submit to the Human Resources Department, by April 30th of that year, a revised QECO evaluation or QECO acknowledgement card



Reporting Absences

According to Part B – Article 7.016 of the Collective Agreement, “Teachers who are absent from work shall report the absence to the absence reporting system.” Please ensure that you report the absences correctly using the appropriate code. Misuse of an absence code can result in loss of salary and possibly lead to further discipline from the Board. Sick days may be used for reasons of personal illness and injury, and personal medical appointments. The five (5) days leave without loss of pay, often referred to as ‘Emergency Days’ can be used for the following reasons: Family Illness, Weather Conditions, Moving, Graduation, Writing Exams, and Religious Holiday. A reminder that the ‘Family Illness’ code can only be used two days per occurrence. Using this code for three consecutive days will result in a day’s loss of pay.

Summer Staff Meetings and Phone Calls

A reminder to all that ‘invitational’ staff meetings scheduled to occur during the summer months are to be considered voluntary. Members should not feel any pressure or obligation to attend. Any items like schedules, sign-ups ... that could potentially disadvantage or have an adverse effect on members who do not attend a summer staff meeting should not be dealt with. As well, phone calls to parents/and or guardians in the summer months are also voluntary. Members are encouraged to use their professional judgement in deciding whether to attend a summer staff meeting or communicate with parents/and or guardians during their summer vacation.

Have a great summer and enjoy your well-deserved break.

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- | | |
|-----------------------|-------------------|
| Rosa Aiello-Restaino | Joel McPhee |
| MaryLou Cose | Francesca McPhee |
| Neva Dalli | Marianne Merrick |
| Carmelita De Pasquale | Lisa Molinaro |
| Anna Maria Di Ilio | Ita Nolan |
| Sheryl Fleury | Kathleen Pirpamer |
| Helen Fredrick | Lee Ann Quinn |
| Karen Howe | Suzanne Simard |
| Anne Jackson | Cathy Stevenson |
| Elizabeth Jobb | Erin Wetmore |
| Ninder Kandola | Rocky Zammit |
| Janet Martin | |
| Ellen Mastrangelo | |



Association Rep Award
Andrea DeFrancesco



Dufferin-Peel (OECTA) Service Award
Rose Procopio

Retirees

- | | |
|--------------------------|------------------------|
| Rosa Aiello-Restaino | Susan Kraszewski |
| Vida Antonio | Linda MacNeill |
| Catherine Bennett | Theresa Morris |
| Kathleen Bignell | Rhonda Moulton |
| Kathleen Bray Valley | Nadia Pipe |
| Isa Cassano | Kathleen Pirpamer |
| Mario Celeste | Enza Posteraro |
| Rosemarie Danko | Penny Power |
| Carmelita De Pasquale | Barbara Schiefer-Heath |
| Claudia Debono | Isabel Serjeant |
| Anna Maria Di Ilio | Shirley Silva |
| Maureen Engman | Suzanne Simard |
| Susan Filipowich | Helen Srutwa |
| Sheryl Fleury | Tunde Szekeres |
| Mary Graham-Siegenthaler | Giovanna Varano |
| Wendy Hamilton-Smith | Julia Webster |
| Tracey Hidden | Erin Wetmore |
| Susan Hill | Klaudia Wickham |
| Karen Hop Hing | Lucy Wirkowski |
| Karen Howe | |
| Irene Kolenko | |
| Elena Kraczynsky | |





UNIT ELECTIONS

Thank you to Members who came out and voted on May 9, 2019 for our new Unit Executive. The results are as follows:

PRESIDENT	Rose Procopio
ACTING FIRST VICE-PRESIDENT (2nd year of 2-year term)	Sandra Vukosich
TREASURER (2nd year of 2-year term)	Mario Zarkovic
DESIGNATED OCCASIONAL TEACHER REPRESENTATIVE	Sara Sywash
COUNCILLOR	Giovanna Chiodo Heather Gremmen Mary Matteo-Attanasio Ingrid Mueller-Kupec Michael Schaus

APPOINTED POSITIONS

COMMUNICATIONS OFFICER	Michael Schaus
HEALTH & SAFETY ADVISOR	Mary Matteo-Attanasio
TEACHER WELFARE OFFICER	Heather Gremmen
MEMBERSHIP ASSISTANCE OFFICER	Ingrid Mueller-Kupec
OCCASIONAL TEACHER MEMBERSHIP SERVICES OFFICER - ELEMENTARY	To be determined



OECTA COMMITTEES

2018 - 2019

AWARDS/SOCIAL

Mary Matteo-Attanasio • Diana Miscolci •
Charlotte Leavitt • Maggie Caserta •
Marina Sequeira • Blossom Dias • Bozica Sajatovic •
Heather Gremmen • Jodi Rukavina

CATHOLIC ADVOCACY/POLITICAL ADVISORY

Heather Gremmen • Mario Zarkovic • Rose Propcopio •
Diana Miscolci • Blossom Dias

COMMUNICATIONS

Michael Schaus • Rose Propcopio • Diana Miscolci •
Aidan Sidall • Sandra Vukosich • Jodi Rukavina

COLLECTIVE BARGAINING WORKGROUP

Mario Zarkovic • Rose Procopio • Diana Miscolci •
Mary Matteo-Attanasio • Ingrid Mueller-Kupec •
Sandra Vukosich • Heather Gremmen •
Michelle Melo • Urszula Urac • Michael Schaus •
Carmela Moody • Aidan Siddall

FINANCE

Mario Zarkovic • Mary Matteo-Attanasio •
Michael Schaus • Rose Propcopio • Heather Gremmen •
Sandra Vukosich • Ingrid Mueller-Kupec

HEALTH & SAFETY

Heather Gremmen • Mary Matteo-Attanasio •
Rose Propcopio • Diana Miscolci • Maria Commisso •
Maria Voyatzis-Patterson • Aidan Sidall •
Charlotte Leavitt • Maggie Caserta • Blossom Dias •
Bozica Sajatovic • Diana Fendley •
Ingrid Mueller-Kupec • Carolyn Radman

HUMAN RIGHTS/STATUS OF WOMEN

Andrea DeFrancesco • Sandra Vukosich •
Rose Propcopio • Diana Miscolci •
Ingrid Mueller-Kupec • Maggie Caserta •
Marina Sequeira • Jamie Philip •
Bozica Sajatovic

LEGISLATION

Sandra Vukosich • Rose Procopio •
Charlotte Leavitt • Heather Gremmen

NOMINATIONS

Charlotte Leavitt • Sandra Vukosich • Jean Smylie •
Teresa Kolk • Penny McCabe • Lorraine Spiteri •
Diana Miscolci • Maggie Caserta • Diana Fendley •
Michele Marple • Jeremy Cox • Lori McCannel

PROFESSIONAL DEVELOPMENT/ BEGINNING TEACHERS

Sandra Vukosich • Rose Propcopio • Diana Miscolci •
Blossom Dias • Katrina Reynolds • Bozica Sajatovic

RESOLUTIONS

Sandra Vukosich • Rose Procopio • Diana Miscolci •
Heather Gremmen • Blossom Dias