

# The Newsletter

OSSTF District 27 Newsletter

6/19/2013

Edition 1 Volume 1

## Incoming President's Message

- John Vince, District 27 & TBU President

Thank you for entrusting me to be your District and Teachers' Bargaining Unit President. I, and your new Executive, are proud to serve you. Thank you to all members for being engaged in the recent election and thank you to all the candidates. Without candidates there would be no democracy.

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"The cuts and strips have hurt our members disproportionately. All of us in the District have been affected, but teachers with less than 10 years of experience have taken the most severe hit."

We have faced challenges this past year the like of which many of our membership has never experienced. Not since the days of Mike Harris has our Federation been so attacked.

### A Difficult Year

Thank you for the solidarity! Whether it was wearing black, picketing at Gerretson's office, waving signs before school, 'pausing', or shouting your lungs out in Toronto at the January 21 protest in Toronto; it all mattered.

you with less than 10 years of experience have channeled this into action by joining committees or taking on executive positions. Many of our experienced members have been sharing insights and strategies learned during the last time we were attacked. We need all of our members as we enter the next round. The attack on Education workers and on labour is far from over.

## By the Numbers

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- 605 Secondary LDSB teachers affected by changes to gratuity
- 230 Secondary LDSB teachers who received "Wind-Up" payments in lieu of gratuity
- 110 Secondary LDSB teachers declared redundant to system (as of time of printing)
- 14 Secondary LDSB teachers retiring at the end of the school year (Congratulations!)
- 90 Percentage of secondary LDSB teachers who voted in favour of local modifications to MOU



## What Fairness Looks Like

Help Defeat Harper's Bill C-377

Bill C-377, An Act to amend the income tax requirements for labour organizations, is in final reading in Ottawa.

The Bill would require unions to disclose the details of any financial expense over \$5000. A requirement that is not required of businesses, political think tanks such as The Fraser Institute, or even the salaries of Prime Minister Harper's own staff.

Conservative Senator Hugh Segal says that "this bill is about a nanny state; it has an anti-labour bias running rampant; and it diminishes the imperative of free speech, freedom of assembly and free collective bargaining."

Jim Stanford, Economist with CAW, states that the "level of reporting detail proposed in this legislation (requiring the disclosure of every expense over \$5000) is unique, discriminatory, and burdensome. There is no other sector or institution in society (businesses, charities, governments) required to publicly disclose its financial affairs in such arbitrary detail.

The Canadian Life and Health Insurance Association Inc. raised concerns that the bill "would be at odds with reasonable consumer expectations of privacy for their medical and financial affairs".

Call your Senator and encourage them to vote against Bill C-377:

Hugh Segal (Kingston/Frontenac/Leeds)  
1-800-267-7362 kfl@sen.parl.gc.ca

Bob Runciman (Thousand Islands and the Lake)  
1-800-267-7362 bob.runciman@sen.parl.gc.ca



## CPAC Chat

- Joan Jardin, CPAC Chair

Welcome to the revamped newsletter for OSSTF Limestone District 27. Your Communications and Political Action Committee (CPAC) believes that communication is key to building and maintaining a strong union and therefore a strong community.

We are proud to present to you a District newsletter that will inform you of the latest developments along with regular features such as the President's Report and a "By the Numbers" section.

In this issue, there is an introduction to the President-Elect John Vince. In September, we will introduce Harvey Bischof, our incoming Provincial Executive Liaison. On his appointment, he tweeted to me that he is "looking forward to supporting the local team however I can as they work to serve the membership."

Please let us know if there is information you would like included and any ideas you may have. You can call the District Office or email me at [joanforlakeside@gmail.com](mailto:joanforlakeside@gmail.com).

Interested in contributing? Join us at our next CPAC meeting on August 26<sup>th</sup> at 10 a.m.

**Teacher's Collective  
Bargaining** - Andrea Loken,  
TBU Chief Negotiator

Thank you to all Members for your support in all levels of negotiations this year. It has been a transformational year. Some support staff have improved their working conditions while most teachers have seen cuts.

As we end this school and federation year, it is important to reflect on the future of collective bargaining. There seems to be direction to centralize most bargaining leaving little to negotiate locally. Since Limestone has a solid Collective Agreement, this could be problematic. Future decisions will need to be considered carefully.

As always, your input is appreciated and, as possible, updates will be shared with you.

[cbcchiefnegotiator@gmail.com](mailto:cbcchiefnegotiator@gmail.com)

## **A Harbinger of a future Tory Government and Labour Relations?**

- Elizabeth MacDonald

In April 2013 in the Legislature, the Tim Hudak Tories, led by MPP Randy Hillier, the PC Critic for Labour, introduced three bills attacking the *Labour Relations Act*:

- 1) Bill 62, entitled *Defending Employees' Rights Act*, 2013, would prohibit the Ontario Labour Relations Board from certifying a trade union unless a vote is held among the employees in the unit.
- 2) Bill 63, entitled *Labour Relations Amendment Act* would give the Lieutenant Governor power over the OLRB
- 3) Bill 64, entitled *Defending Employees' Rights Act*, aims to protect the rights of employees in collective bargaining by limiting the use of regular union dues of a member of a trade union to activities that relate to collective.

Based on the names of the bills and their descriptions, they sound supportive of the individual rights of union members. But on closer inspection, they intrude on the rights of unions to represent their members. For example, in Bill 62, in the guise of choice and fairness, Hillier proposes to remove the provision which allows the automatic certification of a bargaining unit if an employer interferes in the certification process. It is common for some employers, like Wal-Mart, to intimidate, harass, and threaten employees for

attempting to form a union. By removing this provision, Hillier is making it more difficult for workers to organize.

In Bill 63, Hillier removes the section designed to facilitate collective bargaining between employers and trade unions. Moreover, he proposes to repeal section 116, which gives the OLRB independence from judicial review. As well, he wants to remove the powers of the OLRB Chair. This bill would also repeal the section that bars the Minister of Labour and the Ministry from being witnesses at hearings, allowing the government to interfere with the processes of the OLRB. This is similar to what Stephen Harper's Conservatives are doing federally in attempting to be more involved in labour disputes rather than allowing the collective bargaining process to work.

In Bill 64, Hillier proposes to limit the expenditure of union dues by outlawing contributions to political activities. In line with the Federal Conservatives Bill C-377, he also proposes similar intrusions on union activity that would compel unions to file annual disclosures to the Minister of Labour, including detailing all expenditures above \$5,000. Taken together, these bills foreshadow the future of labour relations under a Tim Hudak government. Those that would like to believe that a Hudak government, minority or majority, would not attack labour only need to look at these three bills proposed by Randy Hillier to understand how serious the threat is to all working people.

## Union Rights Quiz!

Connect the Ontario Education Legislation with the year it was enacted!

- |                                      |                   |
|--------------------------------------|-------------------|
| 1) Putting Students First            | A) Bill 160, 1997 |
| 2) The Common Sense Revolution       | B) 1995           |
| 3) The Social Contract               | C) Bill 115, 2012 |
| 4) The Education Accountability Act  | D) 1997           |
| 5) Political Protest                 | E) Bill 74, 2000  |
| 6) Education Quality Improvement Act | F) 1993           |

Answers: 1C, 2B, 3F, 4E, 5D, 6A

### Introducing John Vince

John started his teaching career in 2001 as an occasional teacher. In 2002, John was hired to teach science at Ernestown Secondary School. This was followed by teaching stints at NDSS, KCVI, LCVI and Frontenac, where John has been for the past 5 years and is the Science Head. John is married to Tina Murphy and has 3 daughters, aged 4, 6, and 7.

#### Federation Service

Sharing office space with Federation stalwarts like Ward Hay, Jan Drew and Brian Hughes gave John an early insight into the importance of the Union. John served for several years as TBU 2<sup>nd</sup> Vice President. While at LCVI, John was co-branch President and also became the Federation Faculty of Education representative. John served as Provincial chair of the Faculty of Education Committee and in this role worked closely with

Union, School Board, Ministry and University associates. John has also served as District and TBU Vice President and as an active member of many committees and groups.

#### Serving the Members

Starting July 1<sup>st</sup> John will begin his term as District and TBU President. John can be contacted through the summer at:

[OSSTF27pres@gmail.com](mailto:OSSTF27pres@gmail.com) or through his mobile at: 613-888-5610.



### Mark Your Calendar- Upcoming Dates

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|--------------------------|---|
| June 28 <sup>th</sup>    | Thank you for this school year; enjoy your well-deserved break!             |
| Sept. 11 <sup>th</sup>   | Wear OSSTF blue to mark the one-year anniversary of the passage of Bill 115 |
| Sept. 13 <sup>th</sup>   | District 27 Open House: 3:30 p.m. 'till close                               |
| Late Sept.               | New Member Consultation Meeting- date TBD                                   |
| October 11 <sup>th</sup> | First PA Day of the 2013/14 School Year                                     |

