

OSSTF Limestone District 27

735C Arlington Park Place, Unit 11, Kingston, Ontario K7M 8M8
Tel: 613-546-6985 Fax: 613-545-1295 Email: osstf@kingston.net



MEMORANDUM

To: All Members of the PSSP Bargaining Unit
From: Teresa Marrello, District Officer
Date: April 1, 2008

1. Important Upcoming Dates

May 21 Annual District General Meeting, Nylon Workers' Hall, 4:30 pm
June 10 OSSTF Retirement Reception
June 11 Deadline: Registration for Queen's Continuing Education Courses for Spring/Summer

2. The Decision to Retire

The decision to retire is a personal one with many factors to consider. Please do not put pressure on any of your colleagues to retire. Refrain from asking colleagues of their intention to retire. Intrusive questions of this nature can be seen as discriminatory and as workplace harassment. Members have a right to work for as long as they wish.

3. Scented Products Awareness

Many of our members suffer from environmental sensitivities. These sensitivities include allergic reactions to heavily scented products such as perfumes, colognes, hair care products, dryer sheets, candles, flowers, and air fresheners.

As organizations become increasingly aware of the health concerns related to scented products, many are adopting scent free policies in their workplaces. OSSTF has been considerate of these concerns for some time and all Members have been urged to refrain from wearing scented products at all OSSTF sponsored functions and places of work. OSSTF Provincial Meetings have been fragrance and peanut free since 1999. The Limestone District School Board has not yet adopted a scent free policy but they do have a Scent Awareness Policy—Admin Procedure 414. It asks all staff and students “to refrain from wearing/using scented products on Board premises, during Board sanctioned activities as well as on school buses.”

I urge all members to consider the health needs of others as they choose products to purchase and wear to work. The consequences to our colleagues are serious.

4. OSSTF Federation Family Bursaries for 2008

There are ten \$1500 OSSTF Federation Family Bursaries available this year. The bursary program is designed to assist financially the children or wards of OSSTF members to enter college or university

programs, including apprenticeship programs with a college component. Application forms and information is available at www.ossf.on.ca/services. The deadline to apply is April 20, 2008.

5. Workplace Accidents and Injuries

If you suffer a workplace accident/injury, please complete an accident report and submitted it to your principal/supervisor. Upon seeking medical attention, it is important to make sure your doctor completes Form 8. As well, I encourage you to keep a journal of medical appointments and symptoms.

It is important to involve the District Officer in any WSIB Claim or Return to Work plan. Members are advised not to attend meetings alone. I can assist you in completing the paperwork involved and in developing modified work plans. Employers and Unions have a duty under the Human Rights code to ensure that disabled employees are accommodated in the workplace.

Questions? Please don't hesitate to call or email.

Email: *officer@kingston.net*