

## TSU Weekly Wrap Up – November 22, 2019

By Pete McKay-TSU 1<sup>st</sup> VP

Hold on to your hats, that's some wind out there, today! Not that this wrap up won't blow you away, too. 😊

**Bargaining** – OECTA has filed for conciliation, which means that a mediator would be assigned and attempt to assist. If s/he can't, then a "no board" report could be requested, which would lead to the Association being in a strike position. Not necessarily going to happen, as we've been saying in response to the questions this week. But we need to be prepared: any field trips, etc., should have an opt out clause, so that you can be reimbursed.

You've heard about the minister of education interfering with bargaining, again, with his various inane comments to the media. And then there was his twitter appearance at a private school. 'Nuff said.

As you've also heard, no doubt, OSSTF and ETFO are beginning a limited Work to Rule on Tuesday. Some voluntary activities will occur, apparently, but not others. Something to stay tuned for as the impact could be felt by OECTA members, as well.

**Association Reps** – Monday we had our monthly meeting. The bargaining situation was updated, as above. Some Safe Schools concerns were addressed by local committee liaison Maria Andriano, as were issues with ELP days. We have a great group of Reps who can bring you up to date on everything and who have, probably, already shared the multitude of flyers and posters to keep you informed of the many upcoming events and deadlines.

**OTs** – An Article 9 meeting was held on Tuesday. This meeting is somewhat of a catch-all for issues related to OTs. Invaluable input from Joanne Maher, again, whose knowledge and experience is making the transition for OTs so much easier for the rest of us to help execute. Amongst the topics was the issue of OT assignments. In treating OTs with the respect they deserve as professionals, assignments should not be in addition to what the absent teacher would have been assigned on the day. Additionally, they were concerns with daily OTs in multiple day assignments being expected to do marking or provide input on progress reports in some locations. Keys continue to be a concern as well, particularly from a safety perspective. If you have concerns, or just want to know how things are supposed to work, please call the office and you'll be set up with the right person to handle your call.

**Resolutions Meeting**- Wednesday saw our second general meeting of the year. Five resolutions were on the floor and four of those were passed after some very good debate and exchanges of ideas. These will be sent to OECTA for the 2020 AGM in March.

**Grievance**- Some good activity this week in the grievance area. We attended a mediation/arbitration on Thursday with resolution of a few grievances. On Friday, our OECTA liaison, John Pecsénye, joined us, again, along with Sheila Gatensby who is managing our grievance chart. Further review of our grievances and prioritizing individual and groups of grievances for arbitrations occurred. We also dealt with some of the historic grievances that hadn't made it through the process and were able to tidy up some of that.

**TSU Emails**- As we near possible job action, it becomes all the more important to have an active TSU email account. Once you activate it, you can have the emails redirected to another personal email account. OTs should also note that the duplication of emails that we have been issuing will be phased out. In early December, the sending to Board email will cease. Further notice of this will be provided to ensure everyone is aware and is connected.

**Respectful Workplace**- We continue to deal with issues in this area with mediation and facilitation meetings part of our regular activities from the office. There are various acronyms and pithy sayings out there about how to handle potential conflict, none of which I can remember and Gillian's not here to remind me, but my approach is generally to consider whether it's any of my business and should I really be getting involved. Not a catchy saying but use it if you like. And, seriously, if you think there is the potential for conflict or you don't like what someone else is doing, bounce your concerns off us in the office, we've got tons of experience in dealing with this, unfortunately.

**Board Meeting** – The Thursday Night Extravaganza this week featured the demise of the "Catholic Education and Living Our Catholic Values Sub-Committee", which had been very divisive in its 10 ½ months of existence by opposing the inclusion of Human Rights Language in the Board Code of Conduct. Additionally, a motion to create a new Standing Committee by the same name was voted down. Both of these results drew strong applause from the audience, which comprised a good number of TSU members as well as others. And in a moment of glaring irony, the trustee who last week embarrassed Catholic Education by comparing LGBTQ persons

with bestiality etc., claimed that the results were a sad day for Catholic education! This was a sad day?!

**Thank yous** – (No, I'm not going Irish on you.) Last, and certainly not least, we are fortunate to be able to say thank you many times a week to members and especially Reps. Our colleagues help each other out by providing them with information, assisting them in meetings with admin, helping them deal with traumatic situations, and connecting them with the office when needed. It is gratifying to see the mutual assistance amongst the membership and the positive effects of training for Reps. It is also very gratifying to have people say thank you to those of us in the office for any assistance we provide them. Many seem to recognize that it is probably busy around here with the labour situation, amongst other things, and express gratitude. And it is busy, so we appreciate your patience if you can't get to us right away. But please, do not apologize for calling us, as many do. Your question or concern is never small or trivial. We are proud and honoured to be able to serve the membership. And if you need more service, please ask and we'll see what we can do.

Hope you have a great weekend!