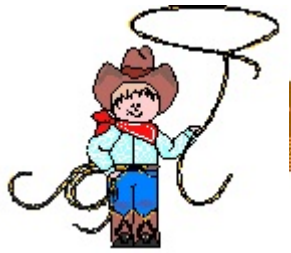


THE O.C.T. OUTPOST

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FEBRUARY 2009

COLLECTIVE BARGAINING

So much has happened since our last newsletter. We met with the Board on Wednesday, Nov 5, Monday, Nov 10 (through the night to Tuesday, Nov 11) Friday, Nov 14 & Saturday, Nov 15. The Union and Board had their ratification meetings and we now have a four year contract - September 1, 2008 - August 31, 2012.

A Draft copy has gone to HR for them to review. When the new contract, including grids, has been approved and signed, it will go on First Class - Human Resources - HR News - Collective Agreements. It will also be put on the District 18 website(address above) under OCT Bargaining Unit.

IMPORTANT DATES

April 7/09	OMERS WORKSHOP - 5:00 P.M. - DISTRICT OFFICE
MAY 20 TH	OCT ANNUAL GENERAL MEETING - 5:15 P.M. - DISTRICT OFFICE
MAY 21 ST	DISTRICT 18 ANNUAL GENERAL MEETING - ELORA COMMUNITY CENTRE - 5:00P.M.

TRANSFERS

This is a reminder to anyone who intends to put in for a transfer, you must do a letter to Jennifer Rose, Executive Officer of Human Resources, stating your present position, and up to three choices - work sites and/or geographical locations, where you wish to transfer to, should a position become available. Transfers are only for the same position - e.g. Office Co-ordinator, Guidance Secretary, etc. The letter must reach Jennifer Rose by April 30th and would be in effect May 1, 2009-April 30, 2010.

PROFESSIONAL DEVELOPMENT DAY

Our Professional Development day was Friday, December 5, 2008. From the response on the Evaluation sheets, the majority felt it was a great one.

Thank you to the joint committee: Susan Brighton, Kathy Watts and Sandy OBrien (Union)and Julia Campbell(Board). A special thank you to Wende Klein, Marlene Doyle and Tammy Tilley, who were a wonderful help to the committee. Organizing this day is a huge workload and it is all volunteer hours.

For anyone who attended the workshop about Wills - presented by Lisa Toner from Sorbara Law, Lisa mentioned that she worked out of the Kitchener office and would come and meet with a group on an individual basis, regarding making a Will if there was an interest. The committee wondered:

1. If there is any interest?
2. If so, would you be willing to commit to a set time and come, possibly on a Saturday (perhaps in April when weather is better), to the District 18 office to meet with Lisa?

If you are interested in this, please call the District 18 Office - number above, and speak to Gail Mainprize x227.

SENIORITY LIST

The seniority list as of November 30, 2008, is posted under HR Info - Seniority Lists. Please check your seniority date to ensure that it is correct. Remember, our language now reads 45 days from posting to notify Mary MacKenzie-Mason of any discrepancy. After that, it will be considered correct. Your seniority date is very important, especially in lay-offs. Sometimes a day can make a difference.

EMAIL

The Union advises members that the Board's email system should be used in a professional manner for Board related business. It is also advised that you do not access your personal email through Board equipment.



OCT ANNUAL GENERAL MEETING

Our Annual General meeting will be held on Wednesday, May 20th at 5:15 p.m., at the District 18 office in Fergus. This year, as per our Constitution, elections will be held for the following positions: *President, Treasurer, Communications Officer and Area Reps.* These positions are for 2 years and will commence July 1, 2009. More info will follow closer to that time.



RETIREMENTS, RESIGNATIONS & LEAVES OF ABSENCES

Help! If you are planning to retire, resign or take a leave of absence, please send a copy of your letter to Gail to let her know.



Only CASUALS from the supply list that the Board provides through First Class are to be called.

PRESIDENT'S MESSAGE

Time is going very quickly. It seems like a long time ago since we were off, enjoying the Christmas Break. We've had our share of snow and a variety of weather changes.

We've had a large number of grievances this year, so far. Some have been resolved and others are still in the process.

It has come to my attention that some administrators are conducting meetings of a disciplinary nature with our members, with members from another bargaining unit and/or members from our own bargaining unit present and no notification given to me. This is a contract violation and a breach of confidentiality by the employer.

If this happens to you, I am advising you to stop the meeting, advising the administration that you will meet with them at another time with the Bargaining Unit President in

attendance and leave the meeting.

When administration is talking about your job performance e.g. how you could have dealt with a telephone call, a parent, student, etc., more efficiently, more congenially, etc., or your attendance or number of times late, that is a disciplinary meeting. The President should be at these meetings as there could very well be repercussions in the future.

PLEASE REMEMBER:

As members of OSSTF we do not interfere in one another's business or that of another bargaining unit. In other words, members from another bargaining unit should not be attending our meetings and we should certainly not attend theirs.

This also includes such matters as: an OCT member attending a disciplinary meeting regarding an OCT colleague, sitting on the interview team for hiring purposes of any new employee, and so on.

We are not hired nor paid to discipline, hire, fire and all of the other subjects that are listed under Article 4 - Management Rights. That is the exclusive function of the Board. To participate in any of these is a violation of our contract. Our workload keeps increasing and our members do not need these added tasks which are not our responsibility anyhow.

A Union is only as strong as its members so please read your contract and follow it.

If you have any questions or concerns, please do not hesitate to give me a call at the office.

Gail



HAPPY VALENTINE'S DAY!



The opinions and views expressed do not necessarily reflect the opinions or views of OSSTF or the OCT Bargaining Unit