

## President's Message

Happy Fall everyone!! I can't help but think that the transition happened very quickly this year. I have already had a snowy drive coming home from the Dufferin social a few weeks ago.

This year is already proving to be a busy one and I anticipate things will become busier as we have entered the final year of our current collective agreement. A number of questions remain to be answered before we begin meaningful negotiations, the biggest question being how negotiations will be structured under the new government. The uncertainty of negotiations always adds to the regular stress of the start of the school year. It is very important for every member to receive up-to-date information. If you have not yet done so, please send me a completed "request for Information" form, as negotiation updates will not be sent through board email. If you do not have one please ask your school rep or me directly.

Members ought to have noticed a 1% pay increase, as of September 1st, which was part of the Extension Agreement. Another 1% increase will occur on February 1, 2019, with the final increase of 0.5% occurring August 31, 2019.

The OSSTF motto "Let us not take thought for our separate interests, but let us help one another" remains an important theme in all the work we do. As we deal with the usual stresses and strains of work and the uncertainties that arise from negotiations, let's continue to support each other and always remember that the union is here to assist members who face any sort of work-related difficulty. Please don't hesitate to contact an OSSTF ESSP/ECE school representative or me directly if you have any questions or concerns.

Yours in solidarity,

**Cheryl Lampkin**



Have you been hurt at work? Are you worried about Mat leave? Call Cindy Scholten 519-835-0249

### 2018/2019 ESSP/ECE EXECUTIVE

Cheryl Lampkin– President  
 Laura Tremble-First Vice President –Release time officer  
 Cathy Bruder-Second Vice President and Chief Negotiator  
 Cindy Scholten– Disability Manager  
 Jenn Hayston-Secretary  
 Elizabeth Andrews-ECE Rep  
 Linda Ghent-Ed Services Officer  
 Julie Wagner-Health And Safety Officer  
 Kim Johnson-Pay Equity  
 Vacant—Casual Officer



#### Area Officers

Ivy Woods  
 Tracey Crewson  
 Nicole Clark

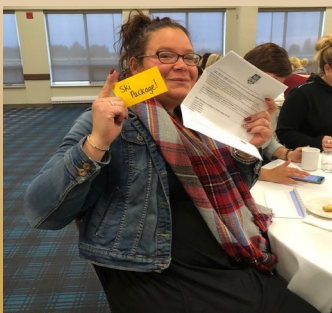
Alissa Pearson  
 Shelly Matson  
 Dianna Wallace

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## ECE APPRECIATION NIGHT

We had another great turnout for the ECE Appreciation Night at the Grand River Raceway Lighthouse Restaurant in Elora. A lovely sit down dinner followed by gales of laughter brought to us by another great performance of young and talented Aspie Comic Michael McReary. Many thanks to the ECE committee (Ange Billings, Leanne Burt Domingos, Lacey Batenchuk, Kathleen Lush, Julie Glac, Jenn Dickson, and Ivy Woods), led by the ECE chair Elizabeth Andrews, for all of their time and effort in organizing this event. This would not have happened if these ladies had not given up their time to make this happen.



## The Role of the Disability Manager



**Cindy Scholten**  
**Disability Manager**  
**519 843 4043 ext 230**  
**519 835 0249 cell**

### Hurt or injured on the job?

Cindy is the person who assists you when you are off work due to sick leave, injury, long term disability, WSIB or maternity leave. Cindy can help you navigate through the paperwork, she can speak to OTIP(LTD) or WSIB on your behalf. She will advocate for your return to work, only when you are cleared by your doctor and she ensures that if there are issues, we are involved to represent you from the first moment your are off. You are not an island when you are going through a chronic or serious illness. She is here to help and provide you with guidance as you go off work, work with your Dr., and eventually return to work.

Also, if at any time a co-worker has been hurt or is ill, send us an email so that we can offer them support and encouragement.







### **How to Prevent Wind Damage to Your Home**

High winds can be a dangerous, and costly, instance of extreme weather. Consider the damage incurred by the severe spring wind storm that hit southern Ontario in May 2018, causing over \$380 million in property damage.<sup>1</sup>

Though none of us can control the weather, there are some actions that home owners can take to help minimize their potential losses in the event of a wind storm.

It's important to be aware of the risk level for high winds in your area, as well as of your home's potential vulnerabilities to wind damage.

To learn more, visit [www.otipinsurance.com/article25](http://www.otipinsurance.com/article25)

### **IMPORTANT FACTS**

Mileage between school is given to members only if you were split between 2 schools in the staffing process or transferred by the Board to two or more separate locations. Employees who have applied for two or more separate work locations and who are successful applicants would not be eligible for mileage reimbursement. This information can be found in your Collective Agreement on Page 76 Article 43 called Travel Allowance.

You are entitled to work in a safe environment. You have the right to refuse unsafe work. If at any time you feel your safety is in question, please contact Cheryl Lampkin @ 519 843 4043 ext 225 or Cheryl.lampkin@d18.osstf.ca. Each worksite should now have a spiral bound book written in collaboration with the Provincial Health and Safety workgroup by the Ministry of Labour and Education called Workplace Violence in School Boards: A Guide to the Law that you can reference for definitions of a Violent Incident. It also contains other important facts you should know such as information on Safe School and Violent Incident forms. Ask your school rep for the location of this book so that you can read it and be informed.



## OSSTF District 18 Upper Grand

Although care has been taken in preparing the information contained in this publication, accuracy cannot be guaranteed. The opinions and views expressed do not necessarily represent OSSTF District 18. We reserve the right to edit for content and or space.

### Cheryl Lampkin, President

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We are on the web!! [www.osstfd18essp-ecce.ca](http://www.osstfd18essp-ecce.ca)  
Facebook OSSTF-D-18-ESSP/ECE

## Important Upcoming Dates:

Center Wellington social Nov. 7 Shepherd's Pub Elora

MateLeave Workshop Nov. 14 4:30 Union Office

Room 109 Old Quarry Commons

Gala- June 5

April 5-Union PD day

May 2 AGM

**"Let us not take thought for our separate interests, but let us help one another"**

Santa Claus		Parade Dates	
<b>Puslinch</b>		<b>Palmerston</b>	
Sunday, November 25	2:00	Saturday, December 1	7:00
<b>Erin</b>		<b>Listowel</b>	
Saturday, November 24	1:30	Saturday, November 24	7:00
<b>Harriston</b>		<b>Rockwood</b>	
Saturday, November 17	7:00	Thursday, December 13	7:00
<b>Clifford</b>		<b>Alma</b>	
Saturday, November 24	7:00	Sunday, November 23	2:00
<b>Elora</b>		<b>Guelph</b>	
Saturday, November 24	6:00	Sunday, November 18	1:00
<b>Arthur</b>		<b>Cambridge</b>	
Saturday, November 24	7:00	Saturday, November 24	6:00
<b>Mount Forest</b>		<b>Grand Valley</b>	
Friday, December 7	7:00	Saturday, November 24	7:00
<b>Drayton</b>		<b>Shelburne</b>	
Friday, December 7	7:00	Saturday, December 1	5:00
<b>Fergus</b>		<b>Orangeville</b>	
Saturday, December 1	1:30	Saturday, November 17	4:30
<b>Moorefield</b>		For more information, Please call your local municipal office.	
Saturday, December 8	2:00		

### Dates of Note for November

- 1 All Saints Day (Christian)
- 2 All Souls Day (Christian)  
Day of the Dead (Mexico)
- 5 Guy Fawkes Night
- 6 Deepavali
- 7 Diwali (Sikh, Jain, Hindu)
- 8 Jain New Year, Vikram  
New Year (Hindu)
- 9-10 Birth of the Bab (Bahai)
- 11 Remembrance Day
- 12 Veterans Day (USA)
- 22 Thanksgiving (USA)
- 23 Black Friday
- 24 Martyrdom of Guru Tegh  
Bahadur (Sikh)
- 26 Cyber Monday
- 30 St. Andrew's Day -  
Patron Saint of  
Scotland

Please let me know if I missed anything.  
[alissa.jpearson@gmail.com](mailto:alissa.jpearson@gmail.com)