

# Union Station: Newsletter

## District 23 ESS / ECE

VOL. 3, ISSUE 3

03.28.2024

### From the President's Desk

Hello everyone, I am very excited that spring is upon us and looking forward to playing in the dirt. I hope you can find something that excites you and is helping to nurture you, along with keeping you feeling motivated, as we head into the last few months of the school year.

The Bargaining Unit has continued to meet with the Board for our local negotiations. We are scheduled to meet on March 28, 2024. If we cannot agree on our last few items, we will move into Voluntary Binding Interest Arbitration. The province has confirmed that the Central Terms of our Collective Agreements will not be completed until sometime next year. The Central portion of the Collective Agreement deals with all of the monetary items, wages, sick leave, vacations, and benefits. Once the Arbitrator has ruled on those terms, we do not have to wait for the Local part of the contract to be completed for the wage increase to take effect.

I sent out the Annual General Meeting (AGM) information to all members that I have email addresses for. If you know of anyone who has not received the information, please have them contact me at [leslie.brown@d23.osstf.ca](mailto:leslie.brown@d23.osstf.ca).

This is an election year, and the following positions are available to run for: President, 1<sup>st</sup> Vice President, 2<sup>nd</sup> Vice President/Secretary, Treasurer, Equity/Anti Oppression/Anti Racism Officer, and all job class rep positions. The



Bargaining Unit also has the following positions that members can put their names in for: Social Media Rep, Communications Officer, Health & Safety Rep, Human Rights Rep, Status of Women Rep, Education Services Rep, and Communication & Political Action Rep. If you are interested in any of these roles, fill out the nominations form with all the required signatures and return to [d23essagmnominations@gmail.com](mailto:d23essagmnominations@gmail.com) by 3:00 pm April 22, 2024. I am looking forward to seeing you at the AGM.



Quarterly newsletter brought to you by OSSTF District 23 ESS– ECE

*Leslie*



## **Executive Members for the 2022 –2024 Federation Years**

President – Leslie Brown

1<sup>st</sup> Vice President – Chris Girardi

2<sup>nd</sup> Vice President – Carlee Bond

Equity/Anti Oppression/Anti Racism Officer - Christine Gohn

Treasurer and Communications Officer – Tamara Quigley

Chief Negotiator/Grievance Officer - Terri-Lynn Zakrzewski

## **Job Class Representatives**

EA Rep – Carlee Bond- St. Pius X

ECE Rep- Patti Bulleyment – St. Joe's

O &M Rep Rachel Moreau – St. Mary's Brant

IT Rep – Chris Girardi – IT Services

LRT Rep – Kristen Szoczek – St. John's & St.Leo's

CYW Rep Antonia Matos – St. Joe's





OSSTF D23 ESS/ECE

## ANNUAL GENERAL MEETING



**MAY 7, 2024**  
**5:30 PM**

**MORE INFO**



**TF WARREN GROUP**  
**CAINSVILLE COMMUNITY CENTRE**

15 EWART AVENUE,  
CAINSVILLE, ON N3S 0H4

Come out and support your  
Bargaining Unit. There will be door  
prizes.

A small \$2.00 donation to Tim  
Horton's Foundation Camps would  
be appreciated.

[timscamps.com](http://timscamps.com)

Registrations are now open  
for the Annual General  
Meeting. Members can  
register to attend the Election  
OR to attend the Elections  
and Dinner.

For those who register for  
dinner, there is also a \$10.00  
fee that must be sent via  
e-transfer to:

[osstfdistrict23@gmail.com](mailto:osstfdistrict23@gmail.com)

by April 25, 2024

Etransfer password: 2024AGM



**TO REGISTER, PLEASE VISIT [WWW.D23.OSSTF.CA/EN-CA/ESS](http://WWW.D23.OSSTF.CA/EN-CA/ESS)**

**DEADLINE TO REGISTER: APRIL 25, 2024**





## ANNUAL GENERAL MEETING 2024

We are in an election year and all members are eligible to run for a position on the Executive and/or Council. If you have any questions about the positions, please contact me.

The elections will be held first, after elections we will have dinner and then the meeting to pass the budget and Constitution and By-law changes.

Agenda and meeting packages will be sent out once registration has closed for the AGM to those who have registered to attend. [The Elections By-Laws are below.](#)

### **BY-LAW 5 - Elections**

- 5.1. Only Members of OSSTF District 23 ESS may be candidates for office.
- 5.2. Elections for the Executive (excluding Chief Negotiator/Grievance Officer) and Council shall be by secret ballot at the Annual General Meeting. (17)
- 5.3. There shall be a Nomination Committee appointed by the Bargaining Unit Executive to bring forward a list of candidates for elections to the Bargaining Unit Executive and Council at the Annual General Meeting.
- 5.4. Candidates who wish their names to appear on the ballot may indicate their intention to run for office by submitting their name, supported by two (2) other Members signatures, to the District 23 ESS Nominations Committee, at least fifteen (15) days prior to the election after which nominations shall be closed. Names of such members will be posted on the District 23 ESS website. Members will be notified of such posting. (22)
- 5.5. When there is only one nomination received at closing for a position(s); the nominated person shall be acclaimed, except where there is the potential for a candidate to drop down to contest a lower position than the one for which he or she was nominated, sole candidates for lower positions that may be affected by a drop down will not be declared acclaimed unless the losing candidate(s) for the higher position declare, after defeat, that they do not intend to contest the lower position. When there is more than one nomination there shall be an election at the Annual General Meeting.
- 5.6. Notwithstanding the above, when there is a position which there were no nominations received at closing of nominations, nominations may be received from the floor supported by a mover and seconder at the Annual General Meeting.
- 5.7. Elections for the Executive (excluding Chief Negotiator/Grievance Officer) and Council shall be in the order listed in Article 5 of the Constitution. (17)
- 5.8. Members on the Bargaining Unit Executive and Council shall be elected by the majority vote, 50% plus one, of those present, qualified to vote and voting.
- 5.9. Defeated candidates shall be considered for other offices if they choose.
- 5.10. Each candidate shall be entitled to one (1) scrutineer of their choice, to observe the counting of the ballots.
- 5.11. The term of office for the Bargaining Unit Executive and Bargaining Unit Council shall be for two (2) years, from July 1 to June 30.
- 5.12. Candidate Campaigning (17)
  - 5.12.1. Campaigning shall not interrupt instructional periods of the school day. (17)
  - 5.12.2. Members shall not use board email to promote candidates. (17)
  - 5.12.3. Candidates may prepare one 8.5"x 11" page of literature to be forwarded to the Nominations Committee for posting on the ESS Webpage. Literature will only be posted the day after nominations close, as per By-law 5.4. (17)

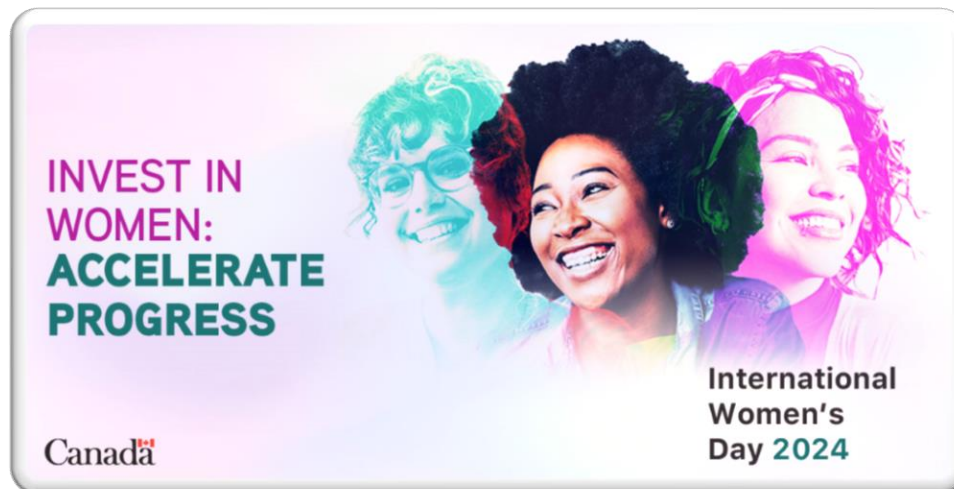






## International Women's Day is powered by the collective efforts of all

Collective action and shared ownership for driving gender parity is what makes International Women's Day impactful. Gloria Steinem, world-renowned feminist, journalist, and activist once explained "The story of women's struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights." So, make International Women's Day your day and do what you can to truly make a positive difference for women.



## International Women's Day 2024 campaign theme: "Inspire Inclusion"

For International Women's Day 2024 and beyond, let's Inspire Inclusion. When we inspire others to understand and value women's inclusion, we forge a better world. And when women themselves are inspired to be included, there's a sense of belonging, relevance, and empowerment.

The IWD 2024 #InspireInclusion campaign aims to collectively forge a more inclusive world for women.

## Get involved for IWD 2024

With well over a century of history and change, the first International Women's Day (IWD) was held in March 1911. IWD isn't country, group or organization specific. It's a day of collective global activism and celebration that belongs to all those committed to forging women's equality. World-renowned feminist, journalist, and activist, Gloria Steinem, reportedly once explained: "The story of women's struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights."

So together, let's all help fight the good fight. All IWD activity is valid, that's what makes IWD so inclusive. Join in and make IWD your day, doing what you can to support and advance women.

<https://women-gender-equality.canada.ca/en/commemorations-celebrations/international-womens-day.html>





Guided by the [International Convention on the Elimination of All Forms of Racial Discrimination](#), the International Day for the Elimination of Racial Discrimination recognizes that the injustices and prejudices fueled by racial discrimination take place every day. Observed annually on March 21, it commemorates the day police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid "pass laws" in 1960.

The 2024 theme of the International Day is "A Decade of Recognition, Justice, and Development: Implementation of the International Decade for People of African Descent".

Racial discrimination and the legacies of slavery and colonialism continue to destroy lives and curtail opportunities, preventing billions of people from enjoying their full human rights and freedoms.

This year's theme is linked to the [International Decade for People of African Descent](#), which spans the timeframe from 2015 to 2024. In proclaiming this Decade, the international community is recognizing that people of African descent represent a distinct group, whose human rights must be promoted and protected.

Around 200 million people identifying themselves as being of African descent live in the Americas. Many millions more live in other parts of the world, outside of the African continent.

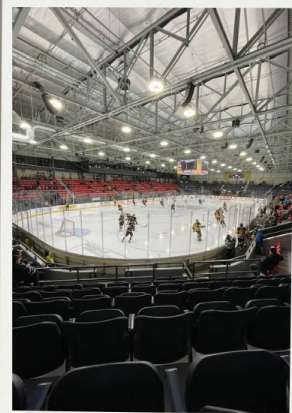
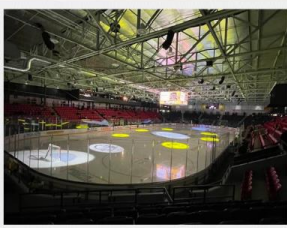
While much progress has been made, Indigenous peoples, and racialized and religious minority communities in Canada continue to face racism and discrimination every day. This day serves as a call to action for individuals, organizations, and all levels of government to actively work to eliminate all forms of racial discrimination, injustice, systemic racism, and hate. Re-committing efforts, to ensure all people are respected and have equal access and opportunity to be safe and to succeed.

Learn more about the [International Day for the Elimination of Racial Discrimination](#).



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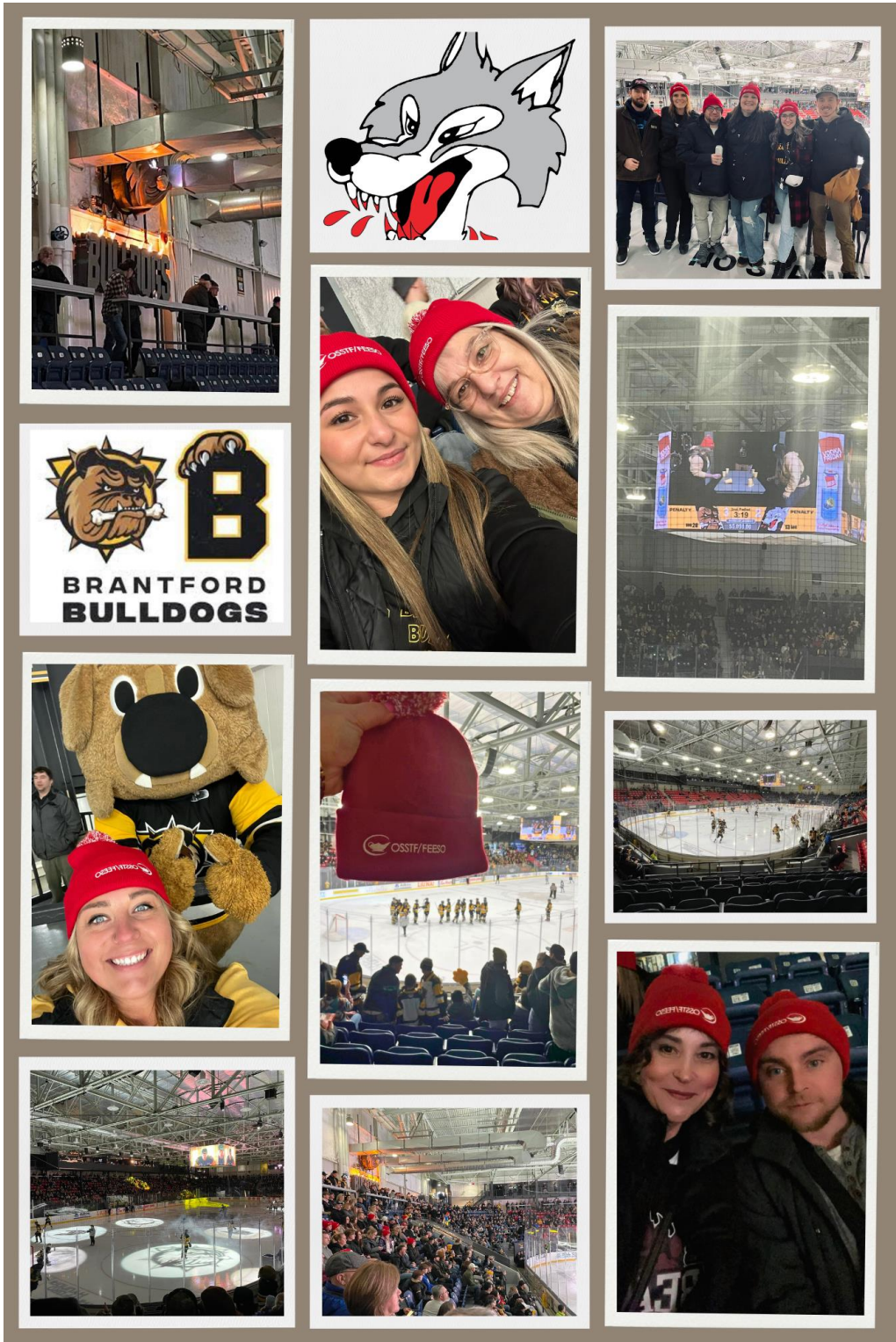
## OSSTF D23 ESS/ECE MEMBER ENGAGEMENT NIGHT



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## National Day of Mourning - 28 April 2024

On April 28th, OSSTF/FEESO joins with unions across Canada to observe that National Day of Mourning for workers who have been killed or injured on the job, or who have suffered serious or fatal illness due to work-related hazards.

The labour movement in Canada has worked for decades to enhance health and safety standards and regulations in Canadian workplaces. But thousands of workers continue to suffer workplace injuries and work-related illnesses every year, and in 2012 at least 979 Canadians died because of work-related injury or illness. Still, governments across Canada continue to be lenient with employers who disregard safety standards and fail to protect the health and safety of their workers.

Please join us on April 28 in mourning those who have lost their lives, and as we demand that employers who flout health and safety standards be held accountable for the countless workplace injuries and fatalities that occur every year in Canada.

Join one of the ceremonies across the country, or light your own candle. Pause a moment to honour lives forever changed, and renew your commitment to workplace health and safety.



**ALBERTA:** [Workers' Compensation Board of Alberta](#) and the [Alberta Construction Safety Association](#)

**BRITISH COLUMBIA:** Place a flower in dedication of a worker at [dayofmourning.bc.ca](http://dayofmourning.bc.ca)

**MANITOBA:** [SAFE Work Manitoba](#) and [Manitoba Federation of Labour](#).

**NOVA SCOTIA:** Workers' Compensation Board of Nova Scotia's [dayofmourning.ns.ca](http://dayofmourning.ns.ca). [Stories](#) from workers and families affected by a workplace tragedy

**NEWFOUNDLAND & LABRADOR:** [CUPE NL](#)

**NEW BRUNSWICK:** [WorkSafeNB](#)

**NORTHWEST TERRITORIES AND NUNAVUT:** [Workers' Safety and Compensation Commission](#)

**ONTARIO:** [Workers Health & Safety Centre](#) (listing of ceremonies)

**PEI:** [Worker's Compensation Board of PEI](#)

**QUEBEC:** [www.jourdedeuil.com](http://www.jourdedeuil.com)

**SASKATCHEWAN:** [WorkSafe Saskatchewan](#)

**YUKON:** [Yukon Federation of Labour](#)

*The above listing reflects websites sharing provincial or national listings of Day of Mourning events for the current year.*

Canadian Centre for Occupational Health and Safety (CCOHS) - <https://www.ccohs.ca/events/mourning>

Workplace Safety Insurance Board (WSIB) - <https://www.wsib.ca/en/day-of-mourning>

Threads of Life - <https://threadsoflife.ca/get-involved/national-day-of-mourning-april-28th>



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## Workplace Violence Study – Leveraging the Final

*Report by Stratcom*

In April 2023 the Provincial Executive directed staff to commission Stratcom Communications to conduct a study into workplace violence in the K-12 education sector. Provincial Executive received a final report and a presentation of recommendations in November 2023 and January 2024 respectively. This led to a productive discussion on strategies for leveraging the data for advocacy purposes. Stratcom has also prepared a targeted version of their report for inclusion in OSSTF/FEESO's voluntary binding interest arbitration submission.

### **Next Steps: Leveraging the study results to win changes in policy and practice**

The Elementary Teachers' Federation of Ontario (ETFO) released the results of a comparable study in May 2023. A summary of those results and the full Stratcom report for ETFO can be found here: <https://www.etfo.ca/news-publications/publications/etfo-violence-survey-results>

While ETFO did gain some initial media interest upon release of their study, they do not appear to have extended that initial coverage into sustained attention to the issue of workplace violence. Not only does a commissioned study, such as this, represent a considerable financial investment, the issue of workplace violence is extremely pressing for many OSSTF/FEESO members. Therefore, it is important that the Federation commit to achieving more than a few days of media attention.

To support OSSTF/FEESO in moving the findings of the report from information to action, Stratcom has been invited to make a presentation to the February 2, 2024, meeting of the Provincial Council. The presentation will provide a brief summary of the study's findings, recommendations about messaging, and recommendations about potential campaign strategies and tactics to ensure continued attention on the issue.

Preliminary work has already begun to develop a white paper and legislative strategy in support of OSSTF/FEESO's advocacy on workplace violence.

*Reprinted from OSSTF/FEESO On Time Report Provincial Council*





## Walk into retirement with a plan!

Starting to plan for retirement? This exciting transition also comes with a lot to consider. Join **OTIP** and **Educators Financial Group** for a free retirement workshop where you'll learn more about:

- Streams of **retirement income and solutions to fill any gaps** to help you make the most of your retirement (Pension, CPP, OAS, etc.)
- The importance of proper **financial planning for your retirement**, and what you need to know when creating your estate plan
- Managing your healthcare, drug and dental costs by **choosing the best coverage to fit your needs**. Don't settle for a "one size fits all" approach to your health
- **Travelling worry-free** with emergency medical coverage, trip interruption/cancellation, and 24-hour emergency assistance
- Exciting **health and wellness support programs**, and ways to save money while doing the things you enjoy most
- **Protecting your loved ones**, your home, and other possessions for when the unexpected happens

This **free workshop** is open to members and spouses. As a courtesy, refreshments will be provided when possible. Please note any dietary or accessibility requirements at time of registration.

April 17, 2024

4:30 - 7:30pm

Brantford Golf & Country Club  
60 Ava Road



Register online at: [otip.com/events](https://otip.com/events)







## May is Asian Heritage Month



The history of Asian immigration in Canada can be traced back to more than one hundred and fifty years ago when Chinese workers arrived in the west coast and joined the workers to build the Pacific Railway in the mid-nineteenth century. Asian Canadians not only physically helped to build Canada, but also culturally enriched its diversity, which has become an important characteristic of Canada.

Asian Heritage Month has been celebrated in the United States since 1979. But for a long period, there was no formal acknowledgment of Asian culture in Canada. Then in 2001, the first appointed Asian Senator, Vivienne Poy, proposed a motion in the Senate of Canada to acknowledge Asian Canadians.

Asian Heritage Month is an opportunity for us to learn more about the diverse culture and history of Asian communities in Canada, as well as to acknowledge the many achievements and contributions of people of Asian origin who, throughout our history, have done so much to make Canada the country we know and love.

<https://www.rcinet.ca/patrimoine-asiatique-en/le-mois-du-patrimoine-asiatique-au-canada/>





## Canadian Jewish Heritage Month

National Jewish Heritage Month is a great opportunity to learn about the impact of Jewish heritage in communities across the country, and to appreciate the significant contributions made by Jewish Canadians in the fields of medicine, law, politics, arts, business and philanthropy.

For instance, starting in 1912, four women in Toronto, Mrs. Cohn, Miller, Spiegel and Adler, successfully raised \$12,000 over nine years to purchase a building in 1923 to house The Hebrew Maternity and Convalescent Hospital. It would eventually become Mount Sinai Hospital. [Learn more](#)

In federal government, there have been 37 Jewish Canadians who have served as Members of Parliament. The first Jewish Canadian politician elected was Henry Nathan Jr., elected as a Liberal MP to the House of Commons in a by-election in 1871. [Learn about the Jews who have shaped Canadian politics throughout the years.](#)

Here are some resources to learn about and celebrate National Jewish Heritage Month:

[Jewish Museums around the World](#)

[Holocaust museums](#)

[The Canadian Jewish Experience](#)

[The Jewish Virtual Library](#)

[A brief History of Jewish Canadians](#)

[Find your local federation or council](#)

[Guide to Canadian Jewish Genealogical Research](#)

[Read a McLeans article from 1959 celebrating the 200th anniversary of the arrival of the first Jews to Canada.](#)





**May 17<sup>th</sup> is...**



## **INTERNATIONAL DAY AGAINST HOMOPHOBIA, TRANSPHOBIA & BIPHOBIA**

A Worldwide Celebration of  
Sexual and Gender Diversities

### **WHAT IS IDAHOBIT?**

The International Day Against Homophobia, Transphobia, and Biphobia was created in 2004 to draw attention to the violence and discrimination experienced by lesbian, gay, bisexual, trans, intersex people, and all of those with diverse sexual orientations, gender identities or expressions, and sex characteristics.

Initially managed by the IDAHO Committee, the initiative is now collectively managed in collaboration between regional and thematic networks working to advance the rights of people with diverse sexual orientations, gender identities or expressions, and sex characteristics. This collaboration brings together organisations and initiatives at global, regional, national, and local levels.

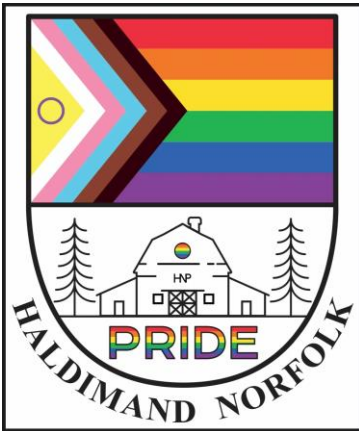
The International Day Against Homophobia, Transphobia, and Biphobia is currently celebrated in more than 130 countries, including 37 where same-sex acts are illegal. Thousands of initiatives, big and small, are reported throughout the planet.

The International Day Against Homophobia, Transphobia, and Biphobia has received official recognition from several States, international institutions such as the European Parliament, and by countless local authorities. Most United Nations agencies also mark the Day with specific events.

### **THIS YEAR'S THEME IS** **"TOGETHER ALWAYS: UNITED IN DIVERSITY".**







**PRIDE Haldimand Norfolk** is happening on Saturday, May 25th, 2024 at Powell Park, 250 Main St. Port Dover! Let's celebrate love, diversity, and equality with local talent, food, drinks, and more. Get involved and help us spread the love!





BRANTFORD  
PRIDE



**2024**  
Brantford  
**PRIDE**  
In the park

**JUNE 15TH**  
**12:00 - 5:00PM**

Mohawk Park  
51 Lynnwood Drive

[www.brantfordpride.com](http://www.brantfordpride.com)



LOVE WINS



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# Union Station: Newsletter



## OSSTF DISTRICT 23 ESS/ ECE

1100 Clarence Street South  
Suite 201, Box 1  
Brantford, ON N3S 7N8  
Phone: 226-213-6796



If you have any items, announcements, or thoughts you'd like to see added to our next newsletter, please send them to [leslie.brown@d23.osstf.ca](mailto:leslie.brown@d23.osstf.ca).

The opinions expressed in this document do not necessarily reflect those of OSSTF or District 23.



### Did you know?

All members are entitled to have Union representation at any meeting.



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