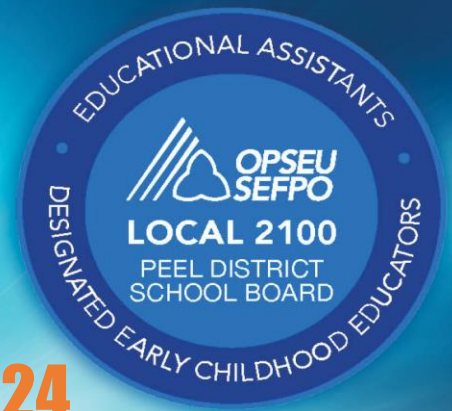


OPSEU Local 2100 News & Views

Fall 2024



Presidents Message

Welcome back to the 2024/2025 school year, and a warm welcome to our new members. As always, the summer feels shorter and goes by too quickly. I am optimistic for a good year, with a stronger Local. Last year was met with its challenges, through bargaining and a near strike. Thankfully that is behind us now and we can start fresh, with more knowledge and awareness.

We have received a lot of questions about when we can expect the new Collective Agreement. Unfortunately, it still has to go through an editing process before printing, so we can't release it yet. However, we do want to hold short meetings to discuss changes and answer member questions throughout the year, so please watch for those invites.

Here's to a year full of success, growth, and positive moments for everyone

In Solidarity,

*Melody Hurtubise
President*

General Membership Meeting (GMM)

Our first GMM will be held on **October 2, 2024, at 4:30pm.**
More details will follow including links to register. Please plan to attend.

Supervision

As a result of bargaining, our Local has been able to get significant changes related to supervision of students and duties. We are awaiting final approval of the changes and will share the information once we receive it.

In the meantime, if you have concerns about your supervision schedule, please notify the Union and we can assist you.

Breaks

Breaks and lunches are still scheduled by your Administrator. The Collective Agreement language in Article 18 is very clear, in that breaks and lunches can be combined, where mutually agreed to, to create a longer lunch break. Make yourself familiar with this article if you are having difficulty with your schedule, and feel free to contact the Union if you have questions.

PD Module Facilitators

Our PD Facilitator Karen Del Ben will be sending out an email in the near future, requesting interested members to apply. If you are interested in facilitating PD Modules, watch for an email with more information.

OCEW & BILL 124

Our Local, along with all other OPSEU/SEFPO educational Locals and bargaining units in several other Unions are represented in central bargaining by Ontario Council of Education Workers (OCEW). After central negotiations were completed, news escalated regarding the constitutional challenge of Bill 124, dating back to 2019. It was announced in May 2024, that OCEW and OPSEU/SEFPO have reached an agreement and will accept the proposed increases of:

2019 – 0.75%

2020 – 0.75%

2021 – 2.75%

This is on top of the 1% that was mandated during those contract years.

Peel District School Board has until October 15, 2024, to make all final payments. Please remember that the Local has no control over this, however, we will update members when we have more details. Please be patient and ensure you are subscribed to receive emails from both OPSEU/SEFPO and Local 2100.

Your collective agreement is the most important document in your working life, and outlines everything you are entitled to as a unionized employee. Familiarize yourself with your collective agreement, this is where you will find answers to most of your questions.

All members should review pertinent policies, procedures, and general guidelines at the beginning of each school year by accessing the Peel Board intranet www.peelsb.com. Members should also review any procedures (i.e., lifting, medications, PPI intervention techniques) that you will be using to ensure correct guidelines are being followed. If you are unfamiliar with procedures in a new assignment or with a new student(s), protect yourself by requesting the appropriate training.

Members are welcome to call the office, the office telephone number is 905-602-9300. If your call is not answered, please leave a voicemail and your call will be returned. Voicemails are checked regularly

Your Local 2100 Executives

Melody Hurtubise president@opseu2100.ca

April Bello firstvp@opseu2100.ca

Natacha Verdiel secondvp@opseu2100.ca

Gena DiGiovanni chiefsteward@opseu2100.ca

Paulina Medeiros secretary-treasurer@opseu2100.ca

Union Stewards

Locations within the Board have **Union Stewards** who are responsible for communication between the Executive and the membership. These trained Stewards assist members on site as the need arises. If you have problems at work discuss them with your Steward, often your Steward can resolve them quickly.

A list of Stewards, contact information and their locations can be found on our website and on the OPSEU Central website.

Message from Your Chief Steward

WE NEED YOU!

OPSEU 2100 is recruiting Stewards for the 2024-25 school year. As a Steward, you will represent people you know, and work with everyday. For these co-workers, you are their link to the union. Your job is to make sure their particular needs and interests are expressed to the leadership of your Local; and to make sure that decisions and discussions at the Local level are communicated back to them. If you are interested in taking on this role, please reach out to Gena DiGiovanni chiefsteward@opseu2100.ca.

YOUR HEALTH & SAFETY MATTERS!

Biting. Kicking. Spitting. Scratching. Punching.
Aggressive, often violent reported incidents against educators are on the rise.

IT IS YOUR DUTY & OBLIGATION TO REPORT ALL INCIDENTS EVERY TIME AN INCIDENT OCCURS

Workplace Violence reports MUST be completed EVERY time an incident of violence occurs. Use of physical intervention MUST also be reported EVERY time you are required to "restrict a student's ability to move". Forms of restraint we commonly see are, holding of the hand if it is not the student's choice, preventing a student from exiting a room, blocking doors, etc. Members are obligated to complete and submit these reports by the Employer and the Ministry of Education. It also advises them that it is the Principals responsibility to encourage you, and to facilitate receipt of first aid and/or health care during your paid workday. If you leave work on the day you are injured, CODE 30 Injury/Illness CANNOT be used to code in your absence. Please email Natacha Verdiel at secondvp@opseu2100.ca if you have any questions related to the above.

Members are encouraged to review safety plans and ensure that any prescriptive restraints (such as handholding for runners) are removed if the member has not received student specific training. Without training, holds can only be used in the event of imminent danger and can NEVER be used for issues of compliance as per Board operating procedure [SESS 17](#).
All members should make themselves familiar with this document.

Please review the Guide to Understanding [Online Workplace Incident Reporting](#).

This quick reference describes what constitutes a reportable incident and the steps that need to be taken depending on the type of incident. This reporting mechanism is also how Local 2100 and MJHSC are notified of hazards in your workplaces. Our Second VP, Certified MJHSC Representative and Co-Chair of the PDSB's Violence Sub-Committee Natacha Verdiel, is then empowered with the data needed to best represent our workplaces and continue to improve our working conditions.

Workplace Incident Reports can be accessed on the Peel Board Intranet.

Employee Family Assistance Program (EFAP)

Com Psych provides a full range of health and wellness services, and this program is available at no cost to you and your families.

More information can be found on the Peel Board Intranet.

ComPsych

1-855-212-7543

Short Term Professional Development Leave (STPDL)

Permanent members are encouraged to seek professional development opportunities and apply for STPDL funds. The STPDL application and criteria/process can be found on our website. Please note that it is your responsibility to review the criteria/process prior to applying and ensure your application is approved by Local 2100 PRIOR to attending or paying.

If you would like recommendations on what you can apply for, have questions regarding STPDL, or if your application is time sensitive, email Paulina Medeiros at secretary-treasurer@opseu2100.ca.

Orange Shirt Day

Wear orange on September 30th

in recognition of National Day for Truth and Reconciliation of the Indigenous Children.

To learn more please visit

www.orangeshirtday.org

The Power of Many Town Hall with the Ontario Federation of Labour (OFL)

It's time to put an end to the Doug Ford free-for-all.

Join us at the OPSEU Membership Centre in Mississauga on October 10th at 5:30pm.

(Food provided by The BBQ Gourmet)

- Overcrowded classrooms
- Emergency room closures
- The Greenbelt land give-away
- Unprecedented corruption allegations

Together, we can build the Ontario we need.

Click here to register <https://ofl.ca/event/town-hall-brampton/>

Local 2100 Website

Take time to familiarize yourself with our website. You will find many resources, documents, and tips including, how to complete incident reports, health and safety, your HPASP rights, workplace harassment, Steward names and email addresses and much more.

To view documents and resources not available to the public you will need to sign in.

www.opseu2100.ca

Member Portals

As Members you have two member portals, one with OPSEU Central and another with Local 2100. It is your responsibility to ensure that both member portals are up to date and that your personal email address is the same in both portals.

Please take time to sign in and review your profiles.

Local 2100 Member Portal

Need help signing in?

Email

secretary-treasurer@opseu2100.ca

OPSEU Central Member Portal

Need Help signing in?

Email

memberportal@opseu.org