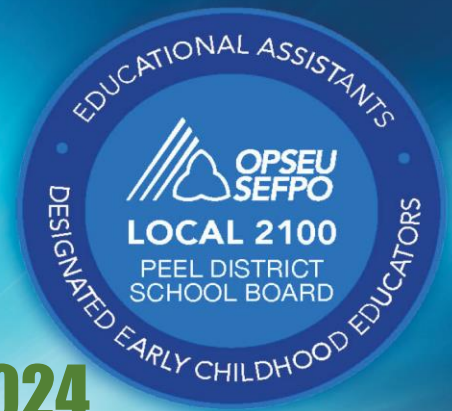


OPSEU Local 2100 News & Views



Winter 2024

Presidents Message

As the first part of the school year winds down and the days get colder, remember to take care of yourselves. I know that it has been a difficult few months, with staff shortages and increased student allocations and our members are feeling the burden of a broken system. Together, we need to continue to raise awareness of our expectations and requirements and try to build a better system for our members and the students we serve.

As 2024 comes to an end, think about all the achievements we've had this year. We ratified a new collective agreement, saw increases to our pay scale along with a Bill 124 retro payment, and have fought back against the Employer by filing numerous grievances, a Notice to Bargain Pay Equity and engaging our rights. It is my opinion that we are in one of the strongest positions we've been in for many years, and we won't stop now.

Use this break to refresh and relax, visit with family and friends and give back to yourselves as much as you give to your students daily, and remember, YOU ARE APPRECIATED!

In Solidarity,

*Melody Hurtubise
President*

"
**SELF-CARE IS GIVING
THE WORLD THE BEST
OF YOU, INSTEAD OF
WHAT'S LEFT OF YOU.**
"

– KATIE REED

PLEASE SAVE THE DATE!

General Membership Meeting (GMM)

The next GMM is scheduled for February 5th, 2025, at 4:30pm.

Agenda and registration links will be emailed to members closer to the date.

Local Executive Committee (LEC) Meeting

The next LEC meeting for Stewards is scheduled for January 16, 2025, at 4:30pm.

Agenda and registration links will be emailed to Stewards closer to the date.

Casual Members

Our collective agreement states that casual members must work 40 days over the course of the school year. Over the last 2 years, PDSB has followed that Article and has been terminating members that do not complete the required 40 days. Across the Board we are seeing staff shortages, and we are critically short staffed when it comes to our Educational Assistants. Our fill rates average about 30%, which means 70% of the open jobs are being filled by unqualified workers, or not being filled at all.

We are *urging* our casual members to pick up as much work as possible. Please do your part in supporting our Local and our colleagues. If the Board deems it unnecessary to have qualified workers with our most vulnerable students, we could be at risk of losing jobs.

As per our collective agreement – Article 29.06 A Casual Employee shall be deemed to be terminated if:

d) Effective September 1, 2020, if a Casual Employee fails to work for the Board in this bargaining unit for forty (40) days in a school year, equivalent to two hundred and eighty (280) working hours, provided the Casual Employee has been offered the opportunity to work.

e) The Casual Employee is a retired Employee from this bargaining unit who has worked at least twenty (20) days in the school year, equivalent to one hundred and forty (140) working hours, provided the Casual Employee has been offered the opportunity to work.

Emergency Workers (EW's)

Appendix B of the collective agreement refers to the limitations on what Lunchroom Supervisors (Emergency workers) can do when they are called in to backfill or support in schools. They are *NOT* allowed to toilet students, provide personal care, safety support, or feed students. We understand that members are exhausted and appreciate the additional help from these workers but allowing them to do our jobs and not addressing it with Principals is not helping our Local.

**When we allow them to do the work, without proper education and credentials,
we are telling the employer that it's okay.**

The Union is constantly bringing this concern to the employer, and we have filed a policy grievance for this continued action. If you are aware of EW's violating our collective agreement, please address it with your Principals. Please refer to Article 26 for more information on Replacement Workers and the expectations of the Employer in relation to employing them.

YOUR 2022–2026 Collective Agreement

Your Bargaining Committee is pleased to announce that the 2022–2026 Collective Agreement is now available. Your collective agreement can be downloaded from our [website](#), [member portal](#), and [PDSB intranet](#). In the new year, “Get to Know Your CA” sessions will be available for members.

A BIG thank you to the Bargaining Committee for their dedication and countless hours of volunteer work in making this happen.

All members should review pertinent policies, procedures, and general guidelines by accessing the Peel Board intranet www.peelsb.com. Members should also review any procedures (i.e., lifting, medications, PPI intervention techniques, safety plans, etc.) 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.

Pay Equity

Back in June, OPSEU/SEFPO, along with Local 2100, filed a Notice to Bargain Pay Equity to the Peel District School Board. They failed to respond in a timely manner and in September replied that they did not feel the need to review any of our job classifications, prompting us to file a request with the Pay Equity Commission (PEC).

We are pleased to report that our OPSEU/SEFPO negotiator assigned to our Local has filed the necessary application to the Pay Equity Commission and a Review Officer has been assigned.

This is a lengthy process and will take time to hear back from the PEC with next steps, but we are hopeful that the outcome will include a full review of our job classifications, development of a new rating system and male comparator, and with any luck, new job descriptions.

EA Hiring Freeze

The Union was made aware of the freeze on hiring EAs after the fact. Once we were informed, we sought answers but were not given any information.

That pause on hiring has now been lifted after a review of allocations. Unfortunately, the review determined that there would need to be re-allocations necessary in some locations to provide adequate support to students.

We do not know the impact this will have on our members yet but have been told all unfilled jobs will continue to be posted on Talent Link moving forward.

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

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 should not be used to code in your absence.

Workplace Incident Reports can be accessed on the [Peel Board Intranet](#)

Health & Safety (H&S) Committee

Your H&S Committee developed a series of short presentations on the key topics listed below. These sessions provide you with practical, relevant information to help navigate health and safety matters in your workplace. Upcoming sessions dates, and links will be emailed to members on behalf of the committee.

Alternate Learning Environments (ALE) Guidelines for Usage

Learn how to identify ALE spaces, know who can access them, how to use them effectively, and how to document usage for accountability.

Safety Plans, Student Protocols & PBIP's

This session will explain how to develop safety plans and when they are needed, the differences between student protocols, and the process of creating and implementing Positive Behaviour Intervention Plans (PBIPs).

Medical Leaves and Accommodations

Get clear, concise information on the procedures for medical leaves and accommodations, the necessary documentation, and related topics such as WSIB and EI.

Workplace Inspectors Needed!

The Multi-Joint Health & Safety Committee (MJHSC) is actively recruiting workers to complete monthly inspections of reported hazards. If you are a member at one of the schools listed below and are interested, please email kathleen.wilson@peelsb.com or secondvp@opseu2100.ca. Selected applicants will be released and paid for training and inspections.

Adult. Ed Centre North (Brampton)

Hawthorn P.S

Lincoln M. Alexander S.S

McHugh P.S

Munden Park P.S

North Field Office

Queen Elizabeth Sr. P.S

Ruth Thompson M.S

Sir Wilfred Laurier P.S

Somerset Drive P.S

T.L Kennedy S.S

Whiteoaks P.S

Worthington P.S

Allan Drive M.S

Applewood Heights S.S

Brian W. Fleming P.S

Briarwood P.S

Corsair P.S

David Suzuki S.S

Dixie P.S

Green Glade Sr. P.S

Employment Insurance (EI)

If you are currently on a medical leave, you must apply for sick benefits and complete an EI medical certificate.

Contact Service Canada for all employment insurance related inquiries.

Service Canada can be contacted at 1-800-206-7218, or by visiting their [website](#).

EI frequently asked questions can also be found on our website.

Feminine hygiene products were collected by OPSEU 2100 Stewards and members and were donated to shelters through Peel Labour Council. Thank you to all who donated!



As we celebrate this holiday season, we extend our heartfelt gratitude for your essential role in the workplace.

We wish you and your loved one's joy and happiness.

Melody, April, Natacha, Gena & Paulina