

FALL 2021 NEWSLETTER

Date: November 23, 2021

Executive Committee

President

Joe Rooyakkers

Vice President

Elizabeth Copland

Member Services Officer

Laleh Hatefi

Secretary

Laurie Winn

Treasurer

Caitlin Brookbanks

Communications Officer

Vanessa Joy

Representatives

Rachel Riddle (Simcoe)

Kyla Wastell (Vineland)

Candy Keith (New Liskeard)

Tom McLean (Kemptonville)

George Woudenberg
(Ridgeway)

Message from the President

Hello and welcome back to another exciting year. This Fall semester has been unlike any I have ever encountered - a whirlwind of change. Staying apprised of, and understanding, the ever-evolving COVID policies at all levels (provincial, University and departmental) and the new telework policies, has been challenging, to say the least. I have been happy to assist many of you to navigate these policies, and I applaud all of you for rising to the challenges that this pandemic brought with it. The work conducted by our membership is vital to the University at all levels. Faculty, staff, researchers and students depend on you every day to provide support in administration, classrooms/laboratories, fields and barns, to achieve the University's goal to 'improve life'.

I hope you will find this newsletter informative, as we provide you with important information about collective bargaining, flex credits, and union dues. Please reach out to me at president.d35.tara.osstf.ca if you have any questions. I will be happy to meet with you. Take care and stay safe.



Twitter: @OSSTFTARA



Facebook: OSSTF/TARA

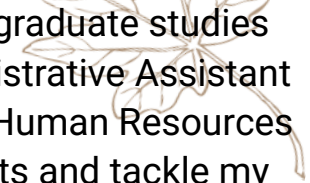


New Executive Members



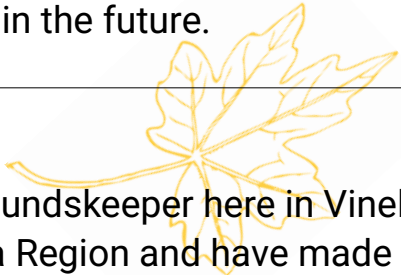
Vanessa Joy

I started working at the UoG in 2014 when I started my undergraduate studies in Accounting. In 2019 I began working full-time as an Administrative Assistant at OVC. I am currently working on completing my diploma in Human Resources Management. In my free time I love to spend time with my pets and tackle my bucket list (next up is scuba diving)! I am new to being involved in a union so I am looking forward to this great learning experience and being able to help our members. I look forward to meeting you all in the future.

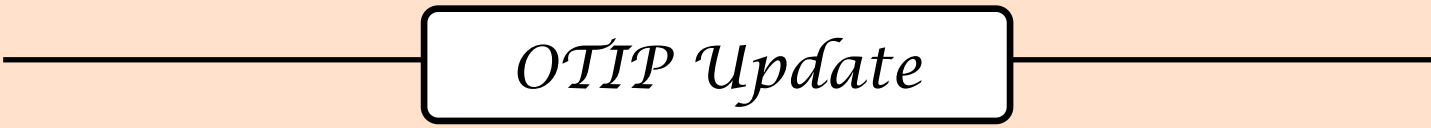
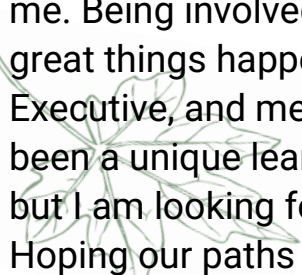


Kyla Wastell

I started at U of G in May of 2016 as the Groundskeeper here in Vineland. A few years ago, I settled in Welland in the Niagara Region and have made it home. My spouse and I enjoy hiking and the outdoors with our dog and camping in the summertime.



Being part of the OSSTF executive (Member at Large) is a new experience for me. Being involved in a few different unions over my career I have seen lots of great things happen and look forward to being a positive contributor to the Executive, and members in the next coming months. Stationed in Vineland has been a unique learning opportunity and comes with its own set of challenges, but I am looking forward to harnessing old and building new relationships. Hoping our paths can cross soon, I look forward to working with you!



OTIP Update

The word “home” means something different to everyone. Whether home is a detached house, a duplex, a townhouse, or a condo, it’s important to ensure that your home and belongings are protected. We’ve put together a quick guide to help you determine what type of insurance policy is best suited for you and your home.

Learn more at <https://otipinsurance.com/article127>.

Member Updates

Vaccine Policy/Daily Screening

Current COVID-19 information is available on the [University's COVID-19 website](#), and you can visit the [Public Health website](#) to access information for your own community. Please continue to follow all policies and procedures (mask wearing, physical distancing, and completing the [Daily Screening Form](#) before attending the workplace) as required.

Collective Bargaining Update

The Collective Bargaining Committee (CBC) met to finalize our bargaining brief and submit our Notice of Intent to Bargain with the University in Spring 2021. We are currently waiting for confirmed dates from the University and anticipate that bargaining will commence within the next few weeks. We will keep you posted, as best we can, throughout the process.

OSSTF/TARA Annual General Meeting (AGM)

In 2022, in-person AGMs will be held on the Guelph and Ridgetown campuses, with an on-line option for research stations members. We invite Guelph campus members to join us on Wednesday, June 8, 2022, and we invite members of the Ridgetown campus to join us on Thursday, June 9. Please mark your calendar now, and plan to attend. Further information will be shared closer to the dates.

Flexible Spending Credits

Eligible members should have received an email message from the University about 2022 Flexible Spending Credits allocations. Please take a moment to assign your credits to one/both accounts (Health Care or Taxable Wellness) via the [Flex Credit Allocation](#) site. If you have not done this by November 30, your credits will be assigned to your Health Care Spending Account. If you have any questions, or if you've not received an email, please contact to Laleh Hatefi, Members Service Officer, at lhatefi@uoguelph.ca.

Member Updates

TARA Member Check-ins

We are pleased that these check-ins continue to be very well received and we thank you for your participation. It's very helpful to have a dialog with members, to ensure that you understand your rights and responsibilities, and that we understand the challenges that you face. Suggested topics for discussion are always welcome at president.d35.tara.osstf.ca. Please join us on the third Wednesday of each month from 12-12:30p.m. to participate, or just to listen in.

Edvantage Cards

Your OSSTF membership card serves a dual purpose as your association card and your [Edvantage membership card](#). It offers great rewards and discounts to educate employees and their families through partnerships with retails and businesses throughout Ontario. Visit the Edvantage Website to find out more. Don't know your member ID? Contact the [OSSTF membership database team](#)!

10th Anniversary

On January 12, 2022, we will be celebrating our 10-year anniversary as members of OSSTF. In recognition of this milestone, the Executive is planning a virtual event for January 19 at 12noon (in place of our Member Check-in time slot). Please mark your calendar, as we hope to see many of you there!

Membership Survey

As we approach our 10-year anniversary as members of OSSTF/TARA, your Executive would like to reflect on the last 10 years. We'd like to know your thoughts about OSSTF and your local Executive. We will use this information to better understand our membership; and to identify what we're doing well, and where we can improve. With the information, we will develop a strategic action plan that identifies short- and long-term goals, as well as a go-forward mandate for the Executive. [The survey has](#) ~40 questions and should take no more than 10 minutes to complete, so please share your thoughts. We look forward to hearing from you.

Breakdown of Dues

In response to member inquiries about how their dues are used, and in an effort to be more transparent, I provide you with this breakdown. For each dollar received in dues:

0.32 - is spent on District Funding
0.216 - is spent on Protective Services
0.06 - is spend on Education Services

The remaining 0.404 is allocated as follows:

0.074 - is spent on Communication and political action
0.115 - is spent on provincial meetings/memberships
0.043 - is spent on provincial executive
0.172 - is spent on central operations

So, what does this mean?

District Funding (32%)

District funding master rebates, professional development (including workplace representative training and new member workshops), Union training, inter-district meetings, supplemental time release for small bargaining units, involving the not-yet engaged, community outreach, special political action programs, district coalitions, labour college, mapping and mobilization, district environmental funding, local climate change initiatives, district Workplace Safety and Insurance Board (WSIB) premiums, human rights initiatives & member accessibility funding.

Educational Services (6%)

Teacher certification, Mediation Services, Federation Library, member training modules, French Language Committee, Educational Services Committee, Status of Women Committee, Human Rights Committee, Faculty of Education Work Group, resource books, and a portion of staff salaries and benefits.


Protective Services (21.6%)

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Communications/Political Action (7.4%)

Publications including Update and Education Forum, advertising, direct digital communications to members, Communications Political Action Committee, political action materials, training and lobbying, Charter for Public Education, coalition memberships, Lobby Day, First Nations, Métis and Inuit Advisory Work Group, Corporate Intrusion in Public Education Task Force, Equity Advisory Mentorship Program, communications training, awards and international assistance, and a portion of staff salaries and benefits.




Provincial Meetings/Memberships (11.5%)

Annual Meeting (AMPA), Summer Training Workshop, Provincial Council, conferences, OTF, CLC, and OFL memberships, OTF Board of Governors, national/international programs, Provincial Office functions, Benevolent Council, Judicial Council, Parliamentary and Constitution Council, Finance Committee, financial workshops, Active Retired Members Council, Equity Advisory Work Group, Governance Review Work Group, Subject Associations, Environmental Work Group, New Member Engagement Advisory Work Group,



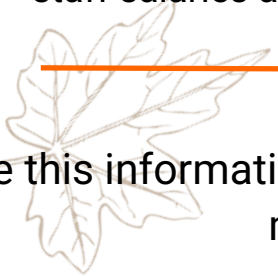
Provincial Executive (4.3%, \$2,120,076)

Provincial Executive meetings, allowances for affiliations and conventions, field services and expenses, and salaries and benefits for the elected members of the Provincial Executive.




Office Operations (17.2%)

Provincial office (realty taxes, insurance, utilities, security and repairs and maintenance), Information Services, Telecommunications, Membership Database, Professional fees, General Office Expenses, Secretariat Field Services and Expenses, Staff Training, Translation services, and a portion of staff salaries and benefits.



I hope this information is useful. If you have any questions, please contact me at president@d35.tara.osstf.ca



December 6 Remembered

Thirty-two years ago, on December 6, 1989, 14 young women tragically lost their lives when an armed man entered a mechanical engineering class at L'École Polytechnique in Montréal. Their names were:

Geneviève Bergeron, Hélène Colgan, Nathalie Croteau, Barbara Daigneault, Anne-Marie Edward, Maud Haviernick, Maryse Laganière, Maryse Leclair, Anne-Marie Lemay, Sonia Peltier, Michèle Richard, Annie St-Arneault, Annie Turcotte, Barbara Klucznik-Widajewicz.

This “antifeminist” event led to larger discussions in Canada about gender-based violence. The Parliament of Canada declared December 6 as the National Day of Remembrance and Action on Violence Against Women. It is a day to remember those who have experienced gender-based violence and the women who have died because of it.

Violence against women continues to be a serious issue in Canada today. One in 10 women are concerned about violence in their homes, with at least one woman being murdered by their domestic partner weekly. On any given day, there are 3,000 women, and their children in emergency shelters, living there to escape domestic violence in their homes. Indigenous women, women with disabilities, marginalized women and refugees are at a greater risk of experiencing violence and face more barriers to access services and justice.

During the COVID-19 pandemic, police services and emergency shelters have noticed an increase in calls reporting violence against women and girls. Repeated lockdowns have isolated women in precarious situations from friends and families. Risk factors for gender-based violence, such as unemployment, poverty and gender stereotypes have been amplified since the beginning of the pandemic. The UN Women, a United Nations body focusing on gender equality, has created, and launched the [Shadow Pandemic](#) awareness campaign. The goal of this campaign is to bring awareness to the increase in violence during the pandemic and to support important programs that are focused on fighting the Shadow Pandemic.

As society grapples with the personal and economic costs of domestic violence, many men and women are speaking out to end gender-based violence in Canada. If you or someone you know is experiencing domestic violence, there is somewhere to turn.

Learn what domestic violence is, who it impacts and how to get help [here](#).

Wellness

Complete the Word Search by **December 1st** and send your answers to:

President@d35.tara.osstf.ca

Submissions with all correct answers will be entered into a draw for a \$25 gift card.

A	C	O	M	P	A	S	S	I	O	N	B	G	V	H
B	P	S	Q	M	V	E	E	Y	R	S	N	T	U	L
C	E	P	E	R	I	H	M	F	H	A	S	E	R	S
Q	S	Q	R	L	E	N	T	A	Y	R	K	V	O	T
A	W	W	C	E	F	L	D	T	O	Q	M	K	L	R
I	A	P	H	B	C	C	A	F	B	N	H	C	N	A
Z	L	N	A	O	V	I	A	X	U	Y	J	S	Q	T
B	E	U	N	U	I	Q	A	R	A	L	U	C	C	E
D	U	S	G	N	Z	M	G	T	E	T	N	R	F	G
S	Y	W	E	D	M	T	P	J	I	U	I	E	W	I
J	R	S	E	A	Q	X	E	B	F	O	O	O	S	E
Y	U	X	R	R	B	P	H	Y	W	B	N	Q	N	S
R	S	K	H	I	Z	Y	B	S	Z	N	S	X	H	Y
R	Q	D	O	E	M	H	R	I	P	Q	I	J	U	N
Y	U	G	U	S	Q	G	Y	F	T	G	A	O	O	C

Did you know that Wellness@Work provides a number of programming and initiatives? [Visit their website](#) for the full calendar of events.

- 1) November 22nd – CMHA: **Compassion** Fatigue for the Caregiver
- 2) November 23rd – Prioritizing the Emotional Side of **Change**
- 3) November 25th – Weekly **Mindfulness** Drop-in
- 4) November 30th – Deadline for November “G” Thanks! **Appreciation** Nominations
- 5) December 2nd – CMHA: **Self Care** During the Holidays
- 6) December 3rd – The Art of **Relaxation**
- 7) December 6th – CHMA: The Benefits of Setting **Boundaries**
- 8) December 23rd – Guelph FHT: Calming **Strategies**, Guided Imagery