

Stay Informed
Get Involved in
Your OECTA

Spring 2017
Volume 4, Issue 6

IMPORTANT DATES

- April 9
Palm Sunday
Vimy Ridge Anniversary
- April 14-17
Easter Weekend
- April 15
Last day to notify HR if unavailable to teach in next school year
[Contract Part B, Article 24.01 c]

Last day for Bd to notify BU of Spat position it decides not to fill in the next school year.
[Contract Part B Article 3.17 b]
- April 30
Last day for Bd to send written notices to those declared redundant
[Contract Part B Articles 22.03 and 24.01 e]
- May 1
Bd creates Surplus to School List
[Contract; Part B, Article 24.01 f]

Last day to apply for Provincial Committees at catholicteachers.ca

UNIT SPRING AGM

Date: Thursday May 18
More info available from Staff Reps

TRIVIA NIGHT REMINDER

- 2nd annual OECTA Trivia Night
- May 5, Cobden Legion; 7 pm start
- Teams of 6
- Registration by May 1 encouraged

Tentative Agreement

-Niagara Elementary Unit teachers ratified a tentative agreement March 28!!!

MENTAL HEALTH FACTS

- One in five Canadians will have a mental health problem/illness.
- Each week, approx 500,000 Cdns don't feel well enough to go to work due to mental illness.
- 30% of Cdn business disability claims are due to mental health problems.
- The Canadian economy spends \$51,000,000,000+ a yr in lost productivity due to workplace mental illness.

[From: The National Standard of Canada for Psychological Health and Safety in the Workplace]

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PROVINCIAL AGM HIGHLIGHTS

At the Provincial AGM delegates passed a fee increase that makes the following changes to your annual membership fee:
-Base fee of \$1,100.00 plus \$16.50 based on a 1.5 % grid increase in 2016-17.
Therefore your membership fee will be \$1,116.50 as of July 1 2017.

Delegates also approved a restructuring of the Provincial Standing Committees.

-The number of these standing committees has been reduced from 22 to 16.

-For more information refer to Resolutions 48 to 69 of the 2017 AGM Resolutions at the catholicteachers.ca website

-Unit President Tracey Pecarski was re-elected as OTF Governor!

KNOW YOUR CONTRACT

NEW TO THE OT CONTRACT

- Where assignments require special qualifications in accordance with the Ed Act, such as French, ESL, Spec Ed, and Tech, they shall be first offered to OT's in rotation who hold such qualifications. [Contract Part B: Article 13.04].
- Where secondary subject qualifications are required for assignments, those assignments shall be first offered to OT's in rotation who hold such qualifications. [Contract Part B: Article 13.05].

NEW TO THE PERMANENT TEACHER CONTRACT

Unit Heads

- The Bd can divide a 1.0 FTE Unit Head role between 2 teachers with an allocation of 0.5 FTE each.
- In these circumstances Unit allowances will be pro-rated evenly between the two teachers.
- A maximum of 2.0 FTE Unit Head Roles per school may be divided. (Part B Article 3.11 (d))
- The successful candidate shall be appointed for a 5 yr term.
- On the expiry of the term the incumbent may re-apply, but will only be considered if no other qualified applicants apply.
- The Bd has the right to repost should 3 or less qualified teachers apply. (Part B Article 3.11 (e))

WORKPLACE HEALTH AND SAFETY

Hard Data: Ontario

Incidents of workplace injury leading to loss of time at work

National Occupation Classification	2010	2011	2012	2013
Secondary School Teachers	306	375	340	324
Early childhood educators & Assistants	338	311	298	338
Elementary & Secondary School Assistants	729	809	867	939

Distant Light at the End of the Tunnel for OT's?

[Condensed from a summary of a Nov 2016 study by the Higher Education Quality Council of Ontario]

[Found on page 36 of the March 2017 edition of Professionally Speaking]

- Elementary school enrolment in ON will begin to rise in 2017.
- There will be a significant demand for elementary teachers in 2020.
- Annual teacher hiring requirements will rise from 6,000 in 2015 to 8,000 in 2024.
- The excess supply rate of Ontario teachers will fall steadily from a peak of 20% in 2015 to 7 % in 2025.
- There will be a bulge of retirements and a corresponding teacher shortage in 2030.

The Price of the Free Market; Education and the looming threat of privatization

[Condensed from an article by Mark Tagliaferri in the Feb 2017 edition of @OECTA; pp 28-29]

- Investors see education as a potentially profitable business, with an estimated value of \$4 trillion!!
- This is based on a flawed premise that education is a consumer good, rather than a public good.
- The movement towards privatization in education promotes inequalities and diminished quality.
- It threatens unions.
- We must remain vigilant against any pretense toward privatization in education!!!**

Recent Donations by Catholic Teachers

- \$10,000 to Médecins San Frontières (MSF) following the Hurricane Matthew devastation;
- \$10,000 in support of Equal Voice's Daughters of the Vote initiative in Ottawa March 6-8 2017.
- \$5,000 to Operation Christmas Cheer for food hampers, grocery gift cards and toys to picket lines during the holiday season.

Mental health: The importance of early recognition and treatment

Mental health issues affect all workplaces, regardless of industry. Employees in diverse roles face increased demands to solve problems, interact with others, analyze data and negotiate positive outcomes. According to the Mental Health Commission of Canada, on any given week, more than 500,000 Canadians¹ will not go to work because of mental illness. In fact, over 40% of OTIP's long term disability (LTD) claims are attributed to mental/nervous disorders.

What is mental illness?

Mental illness² is an umbrella term that refers to a wide variety of health challenges that affect the way we think about ourselves, relate to others, and interact with the world around us. They affect our thoughts, feelings, abilities and behaviours. Depression and anxiety disorders are the most common mental illnesses.

It's important to acknowledge that mental illness is just as real as physical illness. Like other illnesses, such as diabetes or asthma, most mental illnesses are episodic. That means people have periods when they are well and productive, as well as periods when they are unwell and overall functioning is low.

What can I do about it?

The good news is that mental illness is treatable. Helping our members identify mental health challenges early, through access to the right resources, such as OTIP's Early Intervention Program and FeelingBetterNow®, and assisting them in finding the appropriate treatment can get them on the path to recovery and help prevent long term disability.

There are many different treatments available, depending on the type of mental illness a member is diagnosed with. For example, a common form of therapy to help treat depression and anxiety is called Cognitive Behavioural Therapy³ (CBT).

What is CBT?

CBT is a type of mental health counselling offered to our members through the Early Intervention Program. This treatment helps members understand the thoughts and feelings that influence their behaviours, and teaches them that while they cannot control every aspect of the world around them, they can take control of how they interpret and deal with aspects of their environment. One of the greatest benefits of cognitive behavioural therapy is that it helps members develop coping skills that can be useful both now and in the future.

Since CBT is a short-term treatment option that does not necessarily involve medication, members should consider it as their first option in getting treatment and can ask their family physician about it.

Helping members get the right diagnosis and treatment sooner leads to better outcomes for everyone. Employers see reduced absenteeism and replacement costs, fewer sick leave days and disability claims, and increased member retention and productivity. Members and their families suffer less, get the help they need earlier, and return to a productive and better quality of life sooner.

To support plan members on leave with mental health conditions, OTIP provides two value-added services that advocate early intervention and treatment, at no cost through their long term disability (LTD) insurance plan:

- The **Early Intervention Program** focuses on evaluating a member's needs in the early stages of a medically related absence from work. Once their situation has been assessed, individualized assistance and support is provided as needed to help facilitate the member's recovery and a successful return-to-work. Find out how OTIP's Early Intervention Program can help you at www.otip.com
- **FeelingBetterNow®** is a web-based mental health care program that guides members and their care provider (whether it be a counsellor, psychologist, or family physician) to identify emotional and mental health issues as early as possible. Getting the right diagnosis and treatment helps members feel better sooner. To learn more about FeelingBetterNow®, go to www.feelingbetternow.com/otip

Sources:

¹Mental Health Commission of Canada. (n.d.) Workplace. Retrieved from <http://www.mentalhealthcommission.ca/English/issues/workplace>

²Canadian Mental Health Association, (n.d.) Understanding mental illness. Retrieved from <http://www.cmha.ca/mental-health/understanding-mental-illness/>

³What Is Cognitive Behavior Therapy? (n.d.), Kendra Cherry, Retrieved from <http://psychology.about.com/od/psychotherapy/a/cbt.htm>

