



## Bluewater Occasional Teachers' Local

2019-2020 Report by Amanda Anderson  
President / Chief Negotiator / Communications Officer

Thank you Bluewater Occasional Teachers, for your dedication to education, our union, and students. Your engagement and commitment to stand together is appreciated. This school year has been filled with uncertainty, but your resiliency and flexibility will see you through these challenging times.

Before Covid-19, Central Collective Bargaining was at the forefront of our lives. The work to rule and escalating six strike days were necessary to put pressure on a government that wanted to erode our collective agreement and public education. Your solidarity is appreciated in reaching a ratified central agreement. Locally, we aided the efforts of central mobilization by delivering to members Cuts Hurt Kids lawn signs, providing red lanyards to LTOs, red scarves to those on the picket lines to keep warm, and sorting and mailing out strike cheques. Now the focus has switched to Local collective bargaining. Your collective bargaining committee is diligently working to achieve the best possible language in a newly negotiated Local agreement.

The amount of available work this school year has gone from one extreme to another – from plenty of daily and long-term occasional assignments to our new reality of school closures for everyone's safety. This school year, many OTs were able to utilize our collective agreement language in receiving retro-active grid rate for accepting and fulfilling a daily assignment that ended up being 10 consecutive days or more for the same teacher. With our usual snowy weather in Grey Bruce, OTs who had late cancellations received their minimum payment for the loss in work. We saw modest improvements to SmartFind Express text instructions, letting you know what grade you will be teaching in assignment offers. The new online Violence Incident Reporting Tool was implemented, which included the union receiving notification of details. Also implemented this year, our Local and Board agreed to an additional new process where OTs would be added to the LTO List without an interview if a successful OT Evaluation is received and Regulation 274 criteria is met. Additionally, members in an external LTO who received a successful OT Evaluation would be added to the OT Roster without an interview, space permitting.

One of our Local's objectives is to foster a climate of social justice and continue a leadership role in such areas as anti-poverty, non-violence, and equity. We have been honoured to support various community initiatives. We have made donations to all the local Women's Shelters, the Food Banks of Owen Sound and Hanover, and the Grey Bruce Utility Assistance Program. Our Occasional Brag newsletter that is emailed to all members twice a year in December and June will highlight these Local social justice and equity initiatives in more depth.

There have been many meetings this year both in person and virtually. At ETFO Provincial, presidents of each local attend Representative Council, various training sessions, and special meeting requests of emergent issues. Locally, representation at the Board has occurred through Committees such as Labour Management, Organizational Health and Wellness and AODA or meetings held between Human Resources and Members, ensuring that due process is followed. Although there is a lot of behind the scenes tracking and record keeping of confidential information, I do hope that the two public documents of common questions answered will be found beneficial – [FAQs for Daily OTs](#) & [FAQs for LTOs](#).

## 2019/20 Local Executive Team

[Amanda Anderson](#)

President / Chief Negotiator /  
Communications

[Heather Weber](#)

Vice President / Secretary / Status of  
Women

[Rebecca Hlynialuk](#)

Treasurer / Political Action

[Jacqueline Kippers](#)

Professional Learning / Goodwill

[A.J. Adams](#)

Equity and Social Justice /

Member Engagement Chair

[Byron Harris](#)

Health and Safety Officer

[Lenora Bristow](#)

Member at Large

[Andrew Chittka](#)

Past President

## 2019/20 Local Committees

Collective Bargaining Committee

[Amanda Anderson](#)

[Andrew Chittka](#)

[Heather Weber](#)

Member Engagement Committee

[A.J. Adams](#)

[Amanda Anderson](#)

[Heather Weber](#)

We are fortunate to have a Local Executive that brings the diverse perspective and voices that represents the variety of our membership from being a new member, mid career, or retired, to being part of multiple educational panels, being in LTOs or part time permanent, and working for other boards, and other education sector unions, and second careers. It is a pleasure to work together and I thank them for their support: Heather who is always there to address membership concerns and maintaining the records of the local while also provincially being involved as an ETFO Music Workshop Presenter and member of the ETFO Annual Meeting Standing Committee; Rebecca for keeping the local financials records in immaculate order, assisting with political actions tasks and being a long-standing OT representative on the Grey Bruce Labour Council; Jacqueline for organizing a local professional learning workshop amidst the uncertainty of the CUPE strike action, then understandably postponing our future planned events which she had worked hard to arrange for members; Byron for his advocacy on the Joint Health and Safety Committee, highlighting concerns of those of OTs; A.J. for taking on the role of Member Engagement Committee Chair, providing a nature hiking networking opportunity for members, and planned a plant night and various Local AGM incentives that unfortunately have been postponed; Lenora who has diligently volunteered to help in any way she can from central strike vote registration to strike captain, while bringing an LTO voice to our Executive meetings; Andrew for his contribution to processing strike cheques and creating a collective bargaining video.

In negotiating and enforcing a collective agreement, information really is power, and I am dedicated to keeping the membership informed - maybe a little too much with 65 membership emails sent to date! I have

appreciated representing our Local in various roles over these past eight years. I take it upon myself to be informed and represent our Local at various events that contribute to improving the working conditions of occasional teachers. I strongly believe in building on the values of transparency and accountability in our Local, as this goes a long way towards facilitating informed participation by the Membership and helps us to respond more effectively to the membership's diverse and changing needs. Thank you for allowing me the opportunity to represent our Local!

Keeping you informed,  
Amanda