

# OTBU NEWS



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THE OFFICIAL NEWSLETTER OF THE OCCASIONAL TEACHERS' BARGAINING UNIT - DISTRICT 12

FALL 2008

VOLUME 6, ISSUE 1

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## President's Report

The Fall has brought a whole new series of challenges for the members of your Executive and for the Bargaining Unit. Five members of the Executive attended the annual OSSTF Leadership training sessions in late August, and have begun to try and integrate some of the training we received into the daily operations of our Bargaining Unit.

### **Resignation of Lois Spencer**

It is with some regret that I announce the resignation of our Treasurer-elect Lois Spencer. I was quite excited when Lois decided to run for Treasurer in the Spring. She brought considerable experience from her work with the York University Faculty Association, and some refreshing views on how the finances of the Bargaining Unit might be organized. In addition, she was a daily member of the OTBU and promised to bring more of that perspective to our deliberations this year. However, this was not to be. Lois was unable to continue working with us due to family health issues and some personal commitments which, she felt, made it impossible for her to devote the time she thought was necessary to her fulfilling the job of Treasurer as she had defined it. We are sorry to lose such a potential talent, and can only hope that she can find ways to stay active in the union.

### **Appointment of Art Turner**

The loss of Lois Spencer made it necessary for us to appoint a replacement. After some deliberation, we approached Art Turner to help us out. As many of you know, he has helped us operate the sound system at our General Meetings and has performed the same work for the STBU Council Meetings at Bathurst Street. Fortunately he agreed to take up the work as Treasurer with our Executive.

Art brings to the job a wealth of experience having been a Treasurer in District 14 -City of York - for many years.

He is well aware of the proper procedures required of the Treasurer and also brings a computer expertise which will hopefully streamline our accounting practices. Art also is known and trusted by people he will be liaising with during his term of office, people such as Sheila Vandenberg (Provincial Treasurer) and David Pickering the STBU and District 12 Treasurer.

### **Provincial Negotiations/Discussions**

As reported earlier, the OSSTF Support Staff agreed to bargain with their employer Boards under a Provincial framework that would include a four-year Collective Agreement and 3% per funding model from the government. The Teachers have not yet made such an agreement and talks between the public Elementary and Secondary teacher unions had stalled. Our Provincial Executive has begun a process to take OSSTF back to the Provincial talks, but not much more detail is known at this time.

Last month at Provincial Council all the OSSTF bargaining units were formally placed into what is known as **Resumption of Bargaining**. Translated, this means that our Provincial Office has formally taken back the bargaining responsibilities from each of the local Bargaining Units. This means that Dale Leckie, the Provincial Director of Protective Services, now becomes our chief negotiator, assisted by our chief negotiator, Vince Zambrano. We will continue to have informal talks with the Board and we will await further developments at the provincial discussion table.

In the meantime, the Provincial Executive is scheduled to meet with all BU presidents on October 28<sup>th</sup>.

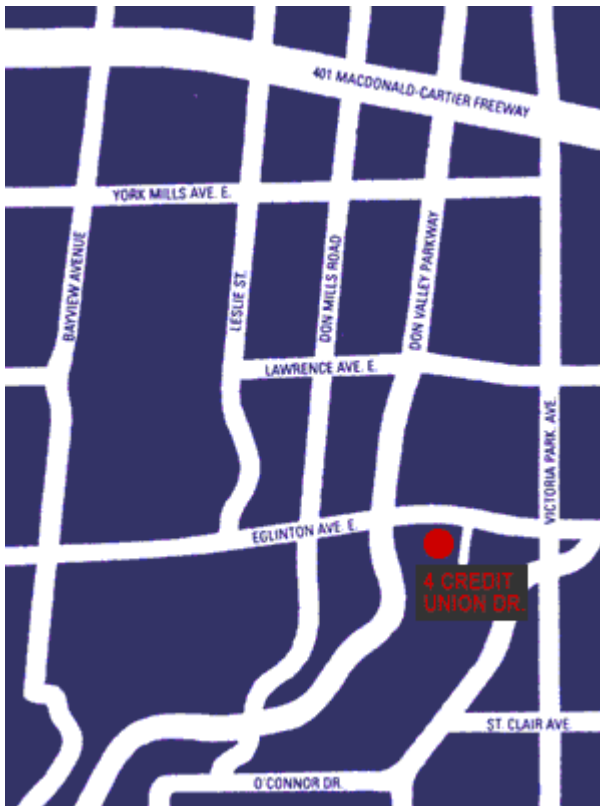
# NOTICE

## OSSTF D12 OTBU GENERAL MEETING

Wednesday November 26 at 4:30 p.m.

Latvian Centre 4 Credit Union Dr. at the corner of Eglinton Ave. E.

Please bring photo identification for sign-in and, if you have recently been hired by TDSB, your pay stub.



**Please attend;  
your Executive is  
looking forward to  
seeing you there.**

Buffet meal and refreshments (at no cost) to follow (at 7:00 p.m.) at OSSTF provincial offices, 60 Mobile Dr. (around the corner).

The principal business of the General Meeting is the election of OTBU delegates to the 2009 Annual Meeting of the Provincial Assembly (AMPA) of OSSTF. Members of the Bargaining Unit may nominate themselves for this union office by notifying the BU Secretary at the OTBU office by the close of business on Wednesday November 19, by phone: 416-4233-3600 by email: [otbud12@sympatico.ca](mailto:otbud12@sympatico.ca) by mail: OTBU, #1708, 95 Thorncliffe Park Blvd., Toronto, Ontario, M4H 1L7

Other business of the Bargaining Unit, including a negotiations report, will be conducted. If this business requires a motion to be put to the house, for that motion to be on-time, it must be received by the Secretary of the BU by the close of business on Wednesday October 29.

## **Declining Enrolment....A Crisis right across Canada** by Liz Barkley

Much of the information I have used comes from Statistics Canada, the People for Education Reports, and the websites of the various provinces in Canada.

Declining Enrolment is creating real serious problems in our schools and communities and creative solutions must be found if we want to prevent the closure of legions of schools.

This is the first of many articles on this topic.

Statistics Canada states that the number of students in Canada's elementary and secondary schools will decline by as much as 500,000 in the next 10 years. Enrolment declines affect funding as Boards receive money based on the number of students enrolled. Fewer enrolled means less funding which of course results in fewer programs, less teachers, and the possibility of school closure. In a small school there may not be a librarian, music teacher, physical education teacher, special education teacher, ESL teacher etc.

In this article I will deal with **B.C. and Ontario**.

Enrolment in B.C. has declined by approximately 42,500 students since 2000-01 and is projected to decline by another 30,000 students over the next 5 years..

139 schools have been closed between June 2001 and June 2006.

The B.C Government has continued to fund their school system well. However they are worried and looking at options to keep small schools open.

According to a report from the People for Education schools in **Ontario have lost 90,000 students since 2002 and will lose as many as half a million in the next 15 years.**

**Accommodation Review Committees** have been set up across the province by the Provincial Government which will seek consultation with the communities involved in potential school closings. These committees must include members from the school involved and the broader community. This year 72 of Ontario's School Boards are undertaking Accommodation Reviews. These will involve 300 schools and effect 100,000 students.

Newfoundland & Labrador has experienced sharper decreases in enrolment than any other province.

Historically when dealing with such problems schools have rented facilities and recruited fee paying international students. Certainly we must be more creative in what is becoming a major problem.

Some Provinces have shown the way.

Although we in Ontario have not as yet embraced the approach that Quebec (Quebec's Community Learning Centres), Saskatchewan, (Saskatchewan's School Plus program) and similar Community programs in Manitoba, the approach they are taking is something we must look at. They are creating a situation where the schools are the centre or **hub** of the community. They could and do include such things as community centres, parenting centres, child care centres, community kitchens, public meeting spaces, health clinics, public libraries etc. **Schools stay open!** Unfortunately the Ontario Government has not as yet adopted such an approach. In Ontario **A Declining Enrolment Working Group has been established** to provide advice and recommendations on how school Boards could or should respond to declining Enrolment.

We must be innovative.....we must be creative as this problem will be with us for many years.

# Internationally-Trained Teachers Workshops

Are you an OTBU member who received your teachers' training in another country? Are you finding some of the differences between "here" and "there" confusing? Are you perturbed by TDSB policies or the College of Teachers? Are you interested in acquiring work as a contract teacher? If this sounds like you, you may want to attend our workshops.

We always run these meetings on a Friday (as the TDSB call-out system does not operate on Friday evenings). We meet from 4:00 to 6:00 p.m. at The City Adult Learning Centre ("CALC") which is on the south-west corner of Danforth and Broadway. If you come by subway get off at Broadview and you will see CALC on the SW corner beside the bridge. If you are driving there is a parking lot at the front of the school.

We meet in the main office meeting room. Mrs. Tasneem Khan, a TDSB high school principal, has been with this group since its inception three and a half years ago and is able to address many of the issues that may be of concern you. Mrs. Khan was herself educated outside Canada and had to forge her career path in Canada. As a successful and popular high school principal she is in a unique position to see management's point of view, and the perspective of an internationally-trained teacher.

Issues that come up are: classroom management, education policies (provincial and also TDSB,) The College of Teachers, resumes, covering letters and skillful answering on interview. We also can talk about LTOs questions...whatever the assembled group would like aired.

We have held two meetings so far this school year: Sept.26th and Oct. 24th. We generally set up our next dates as we go so have no fixed timetable for the year. To see when the next meeting will be go to our OTBU web-site.  
<http://www.geocities.com/otbud12/>

Now we are looking at a new school year. No doubt you are beginning to think about your plans for yourself and this school year. If you are looking at getting on the Eligible to Hire List for January, 2009 you can make a good start by attending our workshops. We look at all aspects of the hiring process (resumes, covering letters, interviewing answers, etc.).

This is open to any internationally-trained teacher who wants a forum in which to discuss issues in Toronto/Ontario education. Your concerns may be around getting full-time contract work or it could be about classroom management, TDSB policies, teaching strategies, etc. Bring your concerns to the workshop and we will endeavour to address them.

We have had several successes with people who have attended our workshops. Why should it not also be you? As usual, any and all of your concerns will be addressed....so bring yourself and your questions.

Jennifer Mills

The Internationally Trained Teachers Committee is a Committee of the  
OTBU District 12

Jennifer Mills  
OTBU Executive Officer

## **Getting the Teaching Day Off on the Right Foot**

Jennifer Mills

How the class will go is determined in about the first five minutes. We have all heard the words "It's a supply!" resounding down the hall. Students will be curious about how this class is going to go and they will be looking to you to determine this.

Your job begins outside the classroom and before the class starts - if you can manage it.

Here are some pointers for those first important minutes:

1. Get in the class ahead of time and put your name on the board and all the important information you have for the students. You might head it up as follows: Mr. Smith says: This demonstrates organizational abilities and gives the class the message that something of importance is going on this period.
2. Meet and greet the students outside the door of the classroom. In this way you are taking control of the space and making an important first contact with each student.
3. Wait for silence before you go through what is on the board. Make sure that the assignment is clear to all. Ask them if the assignment makes sense to them - or do they have some questions about it.
4. Give them a short timeline for getting settled (2 minutes, 1 minute)
5. Take your attendance sheet around to each member of the class. This sidesteps possible mispronouncing names and lets you make another valuable personal connection to each one. While you are circulating in the classroom you will also cover the entire space of the classroom.
6. Make it known that you are available to help them. A few moments of assistance will break the ice and create a positive relationship among you.

## College of Teachers Fees to Rise in the New Year

By: David Hopkins

At their meeting at the end of September, College of Teacher Councillors voted to approve an increase in the annual fee charged to members. The increase moves the annual fee from \$104 to \$120. In an announcement sent out to members of the College Don Cattani, Chair of Council, and Brian McGowan, College Registrar pointed out that:

**“Allowing for inflation, the current \$104 fee, first set in 2002 would be the equivalent of \$120 in 2009 dollars. The College ran a deficit in 2008 of more than \$6 per member and were able to balance the budget only because we could draw on the remaining reserves we had set aside for fee stabilization.”**



The College also argues that their workload, in terms of complaints, review of teacher accreditation programs and College hearings has steadily increased the operating costs of the College and has led to the prospect of a steadily increasing deficit without some infusion of additional revenue.

To my knowledge, all of the Teacher councillors voted to support this fee increase.

It is regrettable that the College has decided to follow the route of increased fees without bringing in some kind of differentiated fee structure for those members such as Occasional Teachers who find the increased fees additionally burdensome in a time of decreasing enrollment in schools, and increasing costs of living in most urban centers such as Toronto.

In any event, members should try to put savings aside to pay this fee as College membership “in good standing” is a legal requirement for teaching in all Toronto schools. In fact, being reinstated to the College after non-payment of fees is a more onerous process than the swiftness with which your employer will act to remove you from the classroom should you fail to maintain your good standing with the College of Teachers.

### FEE COMPARISONS WITH OTHER SELF-REGULATING PROFESSIONS

Regulatory Body	Annual Fee
Law Society of Upper Canada	\$1,653
College of Chiropractors	\$850
College of Psychologists	\$795
College of Opticians	\$720
College of Pharmacists	\$564
Ontario College of Social Workers and Social Service Workers	\$340
Professional Engineers Ontario	\$220
College of Nurses of Ontario	\$123.83

**2008-2009 EXECUTIVE PORTFOLIOS**

<p><a href="#"><u>David Hopkins - President</u></a>          Bargaining, Representation of Members, Grievances, Council of Presidents, District Executive Council, Consultation Committee Joint Board-Union Benefits Review Committee, Pensions, Office Administration</p> <p>Contact Numbers: Office 416-423-3600          Cell: 416-554-1836</p>	<p><a href="#"><u>Linda Bartram - 1<sup>st</sup> Vice President</u></a>          Bargaining, Grievance Officer, District Executive Council, Member Lists, Consultation Committee. Political Action/ Status of Women Rep, Employment Insurance</p> <p>Contact Numbers: Office 416-423-3600          Cell 416-320-0892</p>
<p><a href="#"><u>Vincent Zambrano - 2<sup>nd</sup> Vice President/Chief Negotiator</u></a>          Bargaining, Professional Development, Education Services Officer, Communications, Member Lists, Consultation Committee, District Executive Council, Constitution Committee</p> <p>Contact Numbers: Office 416-423-3600          Cell 416-320-2610</p>	<p><a href="#"><u>Art Turner - Treasurer</u></a>          Bargaining Unit Finances, District Finance Committee, Communications - newsletter, Member Lists</p> <p>Contact Numbers: Office 416-423-3600</p>
<p><a href="#"><u>Linda Enright - Secretary</u></a>          Records of meetings, Health and Safety, Communications</p> <p>Contact Number: Office - 416-423-3600</p>	<p><a href="#"><u>Liz Barkley - Executive Officer</u></a>          Political Action, Newsletter/Communications</p> <p>Contact Number: Office - 416-423-3600</p>
<p><a href="#"><u>Jennifer Mills - Executive Officer</u></a>          Professional Development, Internationally trained Teacher workshops, Meetings co-ordinator,</p> <p>Contact Number: Office - 416-423-3600</p>	<p><a href="#"><u>Coleridge Browne - Executive Officer</u></a>          Meetings co-ordination, Constitution Committee, Employment Insurance,</p> <p>Contact Number: Office - 416-423-3600</p>
<p><a href="#"><u>Bill Pryde - Executive Officer</u></a>          District Health and Safety, Bargaining Unit Health and Safety Officer, Constitution, District Constitution Committee, Member Benefits, Provincial Parliamentary Committee, Board-Employees School Year Calendar Committee</p> <p>Contact Number: Office - 416-423-3600</p>	

## Who are the occasional teachers anyway? By Vincent Zambrano

At the October 6, 2008 meeting of the TDSB some OTBU members made a presentation in conjunction with a report presented to the Board by its senior managers. The report itself dealt with the financial implications as well as several other legal issues that concern the use of retired teachers as occasional teachers.

The report makes interesting reading for all our members and provides clarity on questions that some members have raised regarding the composition of the occasional teachers working for the TDSB.

The report is presented *verbatim*.

“The Board occasional teacher roster is comprised of teachers from a variety of different sources. Examples include:

- Recent teacher graduates from faculties of education;
- Internationally trained teachers who apply and are placed on the roster based on identified system needs;
- Retirees who apply and are placed on the roster based on identified system needs.

Maintaining a roster of occasional teachers with the necessary experience and skills is an ongoing task. If the roster is too small, the Board cannot fill its vacancies. If the roster is too large, insufficient work is available to make it attractive for occasional teachers.

Board staff meet monthly with both executives of the occasional teaching bargaining units to monitor the roster.

Retirees are invited to apply to be placed on the occasional teaching roster and are chosen for inclusion on the roster based on system needs. Retirees represent 37% of the roster. Without the retirees some vacancies could not be filled.

The number of days of occasional teaching a retired teacher may work is governed by the Teachers' Pension Plan. As the Teachers' Pension Plan has reduced the number of years that retirees may teach up to 95 days from 5 to 3 years, it is anticipated that fewer retirees will be available for long term occasional work.

Information provided by staff at the Toronto Catholic, Peel District and Dufferin Peel Catholic district school boards indicates that:

- The Toronto Catholic School Board has a moratorium on hiring additional retirees;
- The Peel District School Board has no restrictions on retirees; and
- Dufferin Peel Catholic School Board uses retirees as daily occasional teachers and long term occasional teachers based upon identified needs.

Legal services has advised that adopting a practice of capping the number of days for retirees or barring retirees from inclusion on the occasional teaching roster could be considered both a violation of the collective agreements and discriminatory under Human Rights legislation.

For 2007-2008, the total number of Long Term Occasional (LTO) days worked was 218,297; the percentage of LTO work assigned and carried out by non-retirees was 72%.

Average pay per day for non-retirees is \$248

Average pay per day for retirees is \$337.

If it is assumed that every vacancy could be filled with a teacher paid at the lower rate, and none of the jobs were filled by a retiree or a higher category occasional teacher, the savings to the Board would be approximately \$5.3 m.

Staff are committed to placing occasional teachers into the classroom based on the needs of the classroom and the qualifications of the occasional teacher.

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It should be indicated that this report deals with the occasional teachers of both the secondary and elementary panel, almost 6000 occasional teachers, who work for the TDSB.



## **For Your Information :**

### **1. College of Teachers fee change information**

You are receiving this e-mail because the College has an obligation to inform you that Council voted today to increase the annual membership fee for 2009. The annual fee will rise from \$104 to \$120 beginning January 1.

### **2. This message has been sent by the Ontario Teachers' Pension Plan.**

- > Shortfall resolved, current pensions unchanged
- > Market turbulence won't affect your pension
- > Re-employment limits apply to all jobs at designated employers
- > Life expectancy increases
- > Teachers' real estate investments set high green standard
- > Member service ranked first in North America

### **3. The Occasional Teachers Handbook**

The TDSB has put together an Occasional Teachers' Handbook. Directions on how to download it are on the SmartfindExpress web-site.

**<https://secure.tdsb.on.ca/sfe/>**

This handbook is easy to read and quite usefully to Occasional teachers.

Some of these items are:

- registering on the TDSB TEL website - accessing other TDSB websites from home
- responsibilities of Occasional Teachers
- defensive teaching strategies - classroom management
- the LTO process
- pay and benefits,
- school calendar year
- important TDSB telephone numbers

## For Your Information : Page 2

### 4. Bisphenol A

Canada will be the first country in the world to declare that bisphenol A is a toxic substance and all but ban it. The Government declared that it would move quickly to place it on the hazardous substance list. We are moving to prohibit the importation, sale and advertising of bottles containing bisphenol A which would of course then limit the amount released into the atmosphere. This substance is best known for its inclusion into baby bottles but, as well, it is contained in the lining of metal cans, such as cans of soup also in many cans which contain fruits and vegetables. Bisphenol A acts like the female hormone estrogens and has been linked to cancer and infertility in animals. As well, depending on the exposure, exposure to the chemical increased the chance of having cardiovascular disease and adult-onset diabetes.

### 5. Confusion

**We have heard that there is some confusion among the membership regarding a certain "Substitute Teachers Political Action Caucus".**

**This organization has nothing to do with the OTBU and we have no contact with them. They have no affiliation with the OSSTF and are not privy to any of the discussions, communications and shared resources which we, your elected OTBU executive have.**

**Should you be one of those members please call the OTBU office for clarification.**

**We are the ones who have the OSSTF affiliation and the correct information for you. Office: 416-423-3600**

**Our website is [www.geocities.com/otbud12](http://www.geocities.com/otbud12). We will put the information you need to know on the website**

### 6. PROFESSIONAL DEVELOPMENT OPPORTUNITIES by Jennifer Mills

#### TDSB Key to Learn

There is nothing like staying current with educational issues. The TDSB has an on-line Keys to Learn. As an O.T. you are eligible to apply for these courses. Some are on-line courses, others are in-class sessions. Go to the TDSB web-site and look for it. Key To Learn activities can be accessed at [www.tdsb.on.ca](http://www.tdsb.on.ca)

These courses are **free of charge** and are designed to help you become even more effective in the classroom.

If you are seriously thinking about getting on the Eligible to Hire List these courses could help you considerably.

# TDSB Payroll Contacts

Members should check their salary information stubs to make sure that all their information and salary payments are correct. If there are problems these are the people you should contact at the TDSB. If you do not get a response call our office 416-423-3600 for assistance.

## Employee Surname

A, D	Olinda D'Costa	416-395-9647
B, Z	Cassandra Singh	416-395-9646
C, J, X, Y	Kathy Nanos	416-395-9643
F, G	Diane Kruger	416-395-9653
H, I, Q, U, V	Barbara Cousins	416-395-9652
K, L, W	Nijole Mockevicius	416-395-9699
M	Mary Maclean	416-395-9655
N, O, P	Nadine Ali	416-395-9644
E, R, T	Imitithal Moubarak	416-395-9645
S	Kay Davey	416-395-9649

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A new phenomenon that unions and Boards are just starting to come to grips with is the issue of cyber-bullying. Last month in *Update* there were some important dos and don'ts that members should pay attention to. We have taken the liberty of re-printing these in the newsletter for your information.

### **Some Basic Tips If You Have a Facebook Profile**

#### **DO:**

- understand and set your privacy controls to limit who can see your Facebook profile;
- build up a positive image for yourself with what you choose to post;
- assume that whatever you post, regardless of how tightly you have set your privacy controls, is not totally secure and could be seen by anyone or possibly accessed on cached or archived copies of your profile;
- set your privacy controls so that you cannot be tagged in photographs on anyone else's profile;
- remove inappropriate remarks and content or damaging information that others post on your wall.

#### **DON'T:**

- invite students to be your "friend";
- accept invitations from students to be their "friend";
- post personal information like your address and phone number;
- post anything on your own or anyone else's profile that is inappropriate or that may portray you in an unflattering light;
- add third party applications without careful consideration - they almost always require access to the personal information that you have posted on your profile - because you don't know what they will do with it.

## Problems in Pension Land?

By David Hopkins

The past six months has seen repeated stories in the media about the so-called deficit in the Ontario Teachers' Pension Plan. This has been brought about by two trends. One, the continuing slowdown in the North American economy which has seen interest rates fall and the increasing need to protect the future pensions of those teachers who are contributing to the OTPP.

Each year the partners in the Plan are required to complete a valuation of the funds in the Plan. In January 2008, this valuation showed a \$12.7 billion deficit. Under the terms of the *Pension Benefits Act*, a valuation **must** be filed with the Financial Services Commission of Ontario every three years. A further requirement is to demonstrate to the Commission a plan to deal with any deficit which appears in the valuation.

In the past, managers of the Plan have been able to make up shortfalls in the current assets of the Plan by investing more aggressively and by raising the contributions of the members. However, we know that teachers are living longer and the funds held in the Pension Plan need to be set aside to cover this ongoing liability. In 2005 it was agreed that a CAP would be put on member contributions of 15%. To deal with the new deficit would have required that contributions rise to 16% or more. This solution was not deemed to be acceptable as it would put an increasing burden on working teachers, particularly those teachers new to the profession.

As a result, the government and the teacher partners to the Plan have proposed the following measures to bring the pension fund back into balance.

- Conditional Income Protection (CIP) will be put in place for future service accrued on or after January 1, 2010. Annual pension increases for retirees will be calculated based on when their service was accrued. Post-2009 service will have indexation guaranteed at 50% of CPI, and adjustments between 50 and 100 per cent each year of retirement, dependent on the Plan's financial position, with the possibility of catch-up in years of surplus. Pre-2010 will have 100% index adjustments. The OTPP will manage the Plan's investments appropriate to pursuing this goal. ... Any foregone inflation increases to pensions are to be matched by the government/designated employer. This is in addition to any contributions made by the members of the Plan.
- No further contribution rate increase\*
- The base contribution rate will be 8.3%/9.9% (was 7.3%/8.9%) (No impact on current contribution rates.)
- The Discount Rate used in future valuations will be Real Return Bond (RRB) rate plus 1.4% (presently RRB +1%); and for January 1, 2008 valuation only, the Discount Rate will be RRB + 1.5% (This change will balance the existing deficit)
- A Review process shall be established to provide some accountability for the setting of the discount rate.
- A Consultative Committee shall be established to discuss the status of the plan and the factors that underlie its position. This committee will meet quarterly.

\* Members should remember that there will be a further increase in 0.8% which was scheduled after the January 1, 2005 valuation.

The chart below show what would occur if contributions were used to wipe out the funding deficit.

Salary	Annual Contributions with scheduled 0.8% increase for January 1, 2009 (10.4%/12.0%0	Annual Contributions If No Plan in Place to Eliminate the Funding Deficit (15.3%/16.9%)	Difference Each Year
\$40,000	\$4,160	\$6,120	\$1,960
\$60,000	\$6,480	\$9,420	\$2,940
\$80,000	\$8,880	\$12,800	\$3,920
\$100,000	\$11,280	\$16,180	\$4,900

Note: The *Yearly Maximum Pensionable Earnings for 2008 is \$44,900 and the assumption is that this will rise to \$45,000 in 2009, but that figure has not yet been set by the OTPP*

### **Members vote to support new Pension Plan**

OSSTF Provincial President Ken Coran announced the following results to the Provincial Council held on Friday evening , September 26/08 of the vote of the contributing members on proposed revisions to the Ontario Teachers' Pension Plan. The purpose of the OTF/Government proposals was to end the current funding deficit in the OTPP. The outcome of this vote determines how the 10 OSSTF/FEESO OTF Governors will vote at the OTF ratification meeting on Monday, September 29.

Total number of votes cast:	20,184
In Favour of the OTF/Government proposals	76.3%
Opposed to the OTF/Government proposals	22.7%
Spoiled ballots	<u>1%</u>
	100 %

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## Region 4 Professional Development

SUNJAY NATH MBA, BScE, CSP

Will be making a presentation at the Westin Bristol Place Toronto Airport Hotel  
on  
FRIDAY, NOVEMBER 28, 2008

### Topic: **The 10-8-10 Principle - Unlocking Dynamic Performance**

Your Combination to Success

Everyone exhibits Top 10% behaviours - those skills and actions that boost higher performance  
and ultimate rewards.

But how do you maintain these successes consistently?

#### **Symposium Details:**

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- Attendance is limited to the first 150 OSSTF members only. OSSTF members must provide a \$100 deposit which guarantees their registration. Upon registration at the symposium, the \$100 deposit will be refunded.  
**No refund for those who fail to attend.**
- OSSTF will reimburse mileage and release time coverage
- The Westin Bristol Place is at 950 Dixon Road, Toronto
- Registration between 8:00 a. and 9:00 a.m. The Symposium ends at 3:15 p.m.
- Continental breakfast, lunch and refreshments are provided
- **Registration Details**
- deadline for registration is NOVEMBER 14, 2008
- A cheque made payable to OSSTF for \$100 must be received by Agnes Wong at Provincial Office no later than Friday, November 21, 2008
- further details may be found at [www.osstf.on.ca/region4symposium](http://www.osstf.on.ca/region4symposium).



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