



**Forever changing,
forever growing.**

Message from President and Vice-President

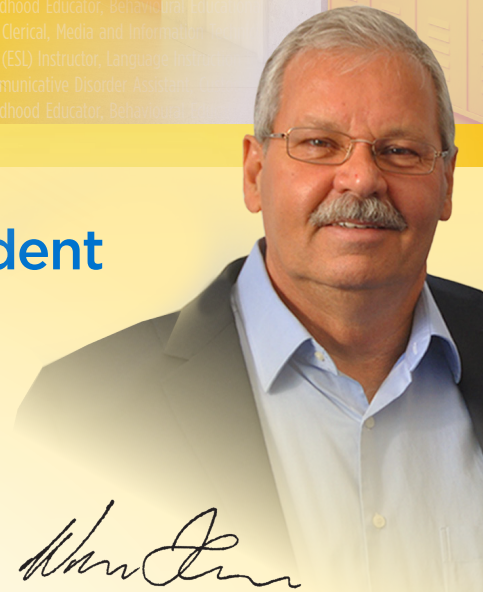
Happy New Year, everyone!

Our heartfelt gratitude goes out to all Boards of Education and Cultural Institutions members for your hard work and dedication providing vital services that support education for students.

We've been living and working through this pandemic for almost 2 years now, constantly pivoting with each new wave and change to public health guidelines. It hasn't been easy working through the constraints this pandemic brings in our schools, but you consistently show your professionalism, strength and resilience by quickly adapting to these changes and taking every measure necessary to keep students safe.

We are extremely proud to represent you and to stand in solidarity with you in our great union.

In solidarity,



Warren (Smokey) Thomas,

OPSEU/SEFPO
President



Eduardo (Eddy) Almeida,

OPSEU/SEFPO
First Vice-President/Treasurer



Message from your Chair 🙌

Happy New Year!

We had another year of challenges and growth in Sector 3 for 2021 and I'm proud of what we've accomplished together. The Division Executive team worked hard to raise awareness to our sector's issues and keep our workplaces safe. We made a lot of progress last year, and I'm confident about what we can achieve together for 2022.

Members' health and safety continues to be our top priority. This year, we will keep pushing for robust testing and tracing systems, adequate PPE supplies, improved ventilation, smaller class sizes, increased staffing and more to ensure that all Sector 3 members can work safely.

Thank you to everyone who participated in the Broader Public Service Conference last October, during which our executive team elections were held. We experienced a few technical hiccups during our virtual meeting but we really appreciated your patience and your contribution to making the event a success. Congratulations to the newly elected members of the executive for the 2021-2023 term!

We look forward to another year ahead of strengthening the voices of all Sector 3 members.

In Solidarity,

Sandra Cadeau

*Chair, OPSEU/SEFPO Sector 3
Boards of Education*



Sector 3 Division Executive

| | |
|--------------------------|-------------------------|
| <i>Chair</i> | Sandra Cadeau |
| <i>Vice Chair</i> | Bonnie Eddy |
| <i>Treasurer</i> | Donna Caissie |
| <i>Secretary</i> | Susan Richarz |
| <i>Member at Large</i> | Lise Orsini |
| <i>Trustee</i> | Paul Ayers |
| <i>Trustee</i> | Paulina Mederios |
| <i>Alternate Trustee</i> | Natacha Verdiel |
| <i>Alternate Trustee</i> | April Bello |
| <i>Alternate</i> | Bernadette King |
| <i>Alternate</i> | Kris Pinto |

CENTRAL AGREEMENT HIGHLIGHTS

With the central agreement for education workers set to expire on August 31, 2022, the Division Executive has begun preparing for the School Board Bargaining Conference (SBBC) that will take place in the spring.

Please stay tuned for more details,
as they are confirmed.



Boards of Education
and Cultural Institutions

Forever *changing*
Forever *growing*



Campaign Highlights

Thanks to dedicated members like you, OPSEU/SEFPO's pink t-shirts and Red4Ed hoodie campaigns has been an overwhelming success this year, and that's inspiring! Special thanks to OPSEU/SEFPO staff for their ongoing dedication and hard work on behalf of our sector's members.

Beginning Tuesday, January 18, 2022 we are asking members to wear their Red4Ed hoodies, or anything red, in solidarity with Education Workers. Going forward we encourage members to wear red every Tuesday.



**Wear
Red
every
Tuesday**



We also encourage you to take photos (individual or group) and share them on your social media accounts with the following hashtags:



Be sure to tag us!



Facebook @OPSEUSector3 @OPSEU @SEFPO
Twitter @OPSEU @SEFPO Instagram @opseusefpo



"like" | follow us!



OPSEU Boards of Education and Cultural Institutions Sector 3
<https://www.facebook.com/OPSEUSector3>

#OPSEU/SEFPOBeeAppreciated #OPSEU/SEFPOBeeHeard #OPSEU/SEFPOEducationStrong

Take photos



Share them

Recognize Stressors



When our energy is depleted stress becomes unmanagable more quickly

The effects of more stressors don't simply "add up"... they "multiply"

A "perceived" threat is just as much a stressor as a "real" threat

Sometimes even more so because others ignore the stressor or belittle it

Stressors can be different day to day (or from one minute to the next)

Stressors can be hidden or overt

Stressors differ from person to person

Remember: good stress uses energy too

When there is troubling behaviour ask: Why? Why now?

Each of the five domains* influences the others

*The five domains are:



Biological

Noises, crowds, too much stimulation, not enough exercise



Emotional

Strong emotions, both positive (over-excited) & negative (anger, fear)



Cognitive

Difficulty processing different kinds of information



Social

Difficulty picking up on social cues, or understanding the effect of behaviour on others



Pro-social

Difficulty coping with other peoples' stress



What can I do about my stress?

www.self-reg.ca

| | | | | | | |
|--|---|--|---|--|--|--|
|  <p>Deep breathing</p> |  <p>Snuggle with a pet</p> |  <p>Play a sport</p> |  <p>Talk to a friend</p> |  <p>Listen to music</p> |  <p>Write</p> |  <p>Draw</p> |
|  <p>Watch a funny video</p> |  <p>Stay on top of schoolwork/chores</p> |  <p>Talk to a trusted adult</p> |  <p>Go for a walk</p> |  <p>Do mindful breathing</p> |  <p>Practice Yoga</p> |  <p>Check in with yourself. Have you been drinking water? Eating fruit? veggies?</p> |

Is there anything missing that you currently do as a self-care practice?

Work Plan 2021-2023

The Sector 3 Division Executive has outlined four key goals, as part of its Education Work Plan for the 2021-2023 term. They are as follows:

| Goal | Objective | Undertakings |
|--|--|---|
| Communication #1 | Increase member engagement | <input type="checkbox"/> Continue to publish quarterly newsletter with updates <input type="checkbox"/> Continue to build social media presence through Facebook and Sector Website: https://opseu.org/sector/boards-of-education-and-cultural-institutions/ <input type="checkbox"/> Email local Presidents/Highest Ranking for feedback on issues/concerns <input type="checkbox"/> Monthly triage meeting with OPSEU/SEFPO staff and highest ranking officers <input type="checkbox"/> Update the sector's index page, and include bios for executive team members <input type="checkbox"/> Continue to engage and network with Cultural Institutions members |
| Organizing and Education #2 | Support members, and prospective members, in their professional lives | <input type="checkbox"/> Provide Mental Health First-Aid Training, Steward Training, and Political Action Training <input type="checkbox"/> Produce a package of helpful information for Locals including: important contacts, an overview of the Broader Public Sector (BPS), health and safety protocols and rights as an education worker |
| Campaigns #3 | Raise awareness and engage with members and the public in preparation for central bargaining | <input type="checkbox"/> Continue with Red4Ed campaign, including Solidarity Days with members wearing their red hoodies each Tuesday, starting on January 18, 2022 <input type="checkbox"/> Distribute second order of anti-bullying t-shirts <input type="checkbox"/> Promote the "day in the life of an education worker" campaign with hashtags #OPSEU/SEFPOBeeAppreciated #OPSEU/SEFPOBeeHeard #OPSEU/SEFPOEducationStrong |
| Bargaining #4 | Negotiate a fair Collective Agreement | <input type="checkbox"/> With the expiry of the Collective Agreement on August 31, 2022 we will distribute a Demand Set Survey through Survey Monkey <input type="checkbox"/> Host School Board Bargaining Conference (SBBC) with elections for two delegates for the Ontario Council of Educational Workers (OCEW) <input type="checkbox"/> Continue to develop strong working relationships with other education affiliates |



OPSEU
SEFPO
Boards of
Education
and Cultural
Institutions

*share
your
stories!*

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educationworkers@opseu.org

Authorized for distribution by:

Warren (Smokey) Thomas,
OPSEU/SEFPO President

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