



Date: February 1, 2022

TO: All Presidents in Region 3 or their Designate; Unit Stewards in Composite Locals; PRHC Delegate, PYWC Delegate; Presidents of Area Councils or their Designate.

RE: March 10 & 11, 2022 Educational
Virtual Only

We have enclosed a call for the Region 3 Educational to be held on March 10 & 11, 2022 via Zoom.

You will find the following in this package:

1. **Attendance Form** (to be forwarded to your Local President for prioritization).
2. **Application for Educational** (to be forwarded along with your Attendance form).
3. Description of Course being offered
4. **Human Rights Accommodation Request** – if required, please fill out and return.
5. **Child Care Registration**. Complete the “Registration for Child Care” only if child care is required. A spouse is excluded from the list of eligible care providers.
6. Educational Information Sheet – outlines certain educational policies.
7. Statement of Respect

Please return this form with your application. For your application to be considered, it must be sent to the email (region3@opseu.org) by Friday February 11, 2022 by 4:30pm.

In solidarity,

Jennifer Markle

Co-ordinator of Educational
Staff Representative
Oshawa Regional Office

cc. Region 3 Executive Board Members
Oshawa, Peterborough and Orillia Regional Offices
Lori Davis, Supervisor, Local Services
Education/Campaigns Department
Accounting Department

PLEASE NOTE: You will receive a confirmation letter if selected.

CHANGES TO EXPENSE CLAIMS

The Member Portal (opseu.org/members-login) is the quickest way to have your expenses processed. Please see the E-Claim tutorial in your Members Profile under the Documents menu.

If you choose to use a paper expense claim – only one event is allowed on each form. Multiple events on one form will be returned to the member for correction.

Please Note:

Expenses for dependent care will be paid or provided in accordance with OPSEU's policies.

Lost wages will be reimbursed for shift workers only in accordance with current OPSEU policy. Documentation must be submitted with your claim.

Own time is not paid for a weekend education.

Time off arrangements – Please see form attached regarding time off.

Should you require additional information, please call the Oshawa Regional Office or email region3@opseu.org.

Course Description for March 10 & 11, 2022

Dismantling Anti-Black Racism (DABR)

The 1.5 day Dismantling Anti-Black Racism course will raise awareness, provide a better understanding, and include strategies to dismantle anti-Black racism (ABR). It explores the topics of what anti-Black racism is and provides Black history highlights for a deeper understanding of the history of slavery and its impacts today. The course addresses the need to confront white supremacy. Participants will understand how colonization and the socially constructed concept of race has affected Black people. Additionally, the course highlights past, present and future efforts to address anti-Black racism in the workplace and in OPSEU/SEFPO.

In this introductory course, participants will develop skills and strategies in order to identify and intervene in situations of anti-Black racism. They will use case studies, videos, and real life scenarios to navigate difficult conversations. Participants will also have access to current terminology and be provided with tools to have (ABR) discussions that are important to engage in, especially with family members, fellow union members, neighbours and co-workers. This course will equip participants with the knowledge and ability to take action against anti-Black racism in our Union.

This course is a core OPSEU/SEFPO educational component that is valuable for all Union activists to attend.

Information Sheet

Application

- ❑ Application forms must be signed by the Local President, and received by the Region 3 email address (region3@opseu.org) no later than Friday February 11, 2022 by 4:30pm.

Cancellations

- ❑ A member cancelling participation must notify the Local President and the Region 3 email address as soon as possible.

Allowance/Reimbursement

- ❑ Members will be reimbursed for Child Care at \$15.00 an hour for a maximum of 12 hours, to a maximum of \$220.00 in a 24 hour period, and must be signed by care provider(s).
- ❑ Childcare claims will be honoured for children up to and including age 16, for whom the member is guardian.
- ❑ Care may be provided by friends/family, professional or commercial services, or any other arrangement satisfactory to the member making the claim. Claims may be verified and must be signed by the service provider. A spouse is excluded from the list of eligible care providers.

Elder/Dependant Care

- ❑ Members who have responsibility for elderly/dependant persons living with them as part of their family may claim for their care.
- ❑ Members will be reimbursed for family/attendant care at \$15.00 an hour, to a maximum of \$220.00 in a 24 hour period.
- ❑ This policy covers the expenses for persons over the age of 16, permanently residing with, and under the care of a member, who are differently-abled and/or aged. A spouse is excluded from the list of eligible care providers.

Statement of Respect

Harassment or discrimination of any kind will not be tolerated at OPSEU/SEFPO functions.

Whenever OPSEU/SEFPO members gather, we welcome all peoples of the world. We will not accept any unwelcoming words, actions or behaviours against our union members.

We accord respect to all persons, regardless of age, creed, political affiliation and racialization including and not limited to People of African descent, Black, Caribbean, South Asian, Asian, women, men, First Nations, Métis and Inuit peoples, members of ethno-racial groups, people with disabilities, gays, lesbians, bisexual, transgender/transsexual people, and gender diverse persons, francophones and all persons whose first language is not English.

In our diversity we will build solidarity as union members.

If you believe that you are being harassed or discriminated against contact the Facilitator or Instructor for immediate assistance.