

# President's Message

## January 20, 2020 Labour Disruptions

We know that all of you have a long, busy and challenging week ahead of you given the ongoing rotating strikes. While OSSTF has announced that it will not be holding any more one-day strikes until after the exam period is over, ETFO has said its one-day rotating strikes will continue until a deal is reached. As such, please make sure you are following information updates and direction from your board about your role during this time. As always, please report any particularly challenging situations to your S.O. and your Provincial Councillor. And while it may be difficult, please also remember try to find ways to ensure your own self-care, balance your work and personal lives and touch base with your colleagues who may need assistance. Thank you for your ongoing, tireless efforts during this difficult period.

### Freedom of Expression and Duty of Loyalty

In times of labour disruption, principals and vice-principals are often drawn into discussions about the labour situation by parents, teachers and other staff, as well as by their personal friends and family. It may be difficult to avoid talking about issues that are prevalent in the media and so relevant to the work of school. Often, school leaders have very strong personal and professional opinions on the situation and would like to contribute to the discussion. You may also want to demonstrate support for staff taking part in job action by walking with them on the line, providing coffee on cold days or simply voicing your support through social media. Our Protective Services Team has developed a [tip sheet](#) to assist principals and vice-principals in understanding the impact of your duty of loyalty to your employer school board on their freedom to express your own views, which can be a complex assessment in a labour dispute. If you have questions or would benefit from personalized advice to help you navigate these issues, we encourage you to contact a Protective Services Intake Consultant. You can reach them at 416-322-6600 or toll-free at 1-800-701-2362.

A study found that of the 40% of people who make New Years' Resolutions, only 8% follow through on them. Why does this happen? Some common reasons are taking on too much at once, having unrealistic expectations and making goals based on ideal – as opposed to realistic – levels of functioning. Check out your [Starling Minds](#) account to learn more about goal setting. Haven't signed up yet? Visit [members.starlingminds.com](https://members.starlingminds.com) and create your account. Select the OPC from the dropdown list. Then complete the registration page and enter your OPC Member Number. Your use of Starling Minds is completely confidential. After registering, Starling issues you a unique Member ID so your participation in the program remains anonymous. Email [members@starlingminds.com](mailto:members@starlingminds.com) if you have any questions or concerns.

### Media

- [Premier says 1% is all province will offer in education negotiations](#)
- [Why the government isn't introducing back-to-work legislation, just yet](#)
- [The largest teacher job action in 2 decades](#)
- [Internal poll shows parents support teachers over government](#)

- [A look at the issues in the current teachers' strikes](#)
- [School boards asked to find ways to reduce red tape and administrative costs](#)
- [People affected by dyslexia speak at Human Rights Commission hearings](#)
- [Ending gender-based violence starts with teaching kids the right words](#)

## **Queen's Park**

The House is in recess until February 18.