



Communiqué

**Urgent Attention
Required.**

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 23, 2019
Regarding: Local Strike Vote

Colleagues and Friends,

I want to begin by thanking all of you for the excellent work you do every day on behalf of students and in supporting their learning.

It is an honour to represent and serve the best Teachers in Canada.

We all know that this round of collective bargaining will be challenging. The government is demanding concessions, and everything is on the table – Kindergarten Program, Instructional Year, Instructional Day, Preparation Time, Supervision Caps, Sick Days, Benefits.

Put bluntly we will face a challenging round of collective bargaining that is potentially cataclysmic and apocalyptic in both scale and scope.

Threatening situations provoke one of two instinctive human reactions – fight or take flight. Flight is not an option for us in this instance. There is nowhere for any of us to hide. Our only choice must be to stand our ground and fight.

We need a strong central strike mandate to support the central table team in negotiations with the provincial government.

We need a strong local strike mandate to support the local table team in negotiations with the school board.

Clearly, demands for concessions at the central table will be reflected at the local bargaining table.

Our position on this is clear. No concessions at the central table. No concessions at the local table. No concessions period. We are not in a giving vein.

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The list of working condition issues that must be addressed at the local bargaining table includes but is not limited to:

- The crisis of unfilled vacancies.
- Violence in our schools.
- The inconsistent application of progressive discipline policies in schools/worksites.
- Inadequate support for students with special needs.
- Dysfunctional report card programs.
- Staff meetings crammed with PD.
- Brightspace.

Here is why we need a strong local strike mandate:

- We have five local bargaining dates set for November and December. A strong local strike mandate will ensure that these bargaining dates are meaningful and productive.
- The Preliminary Submission was accepted with strong support (98%) and addresses local working condition issues. A strong local strike mandate will help to maintain focus on these issues at the local table.
- A local strike mandate will help the employer understand that we are serious about resolving outstanding working conditions issues.

Our local bargaining goal is this:

Negotiate a fair collective agreement that protects current collective agreement provisions and provides meaningful improvements in working conditions through the process of free collective bargaining.

Collective bargaining is a collective act. All of us have an important role to play in the process. Victory is never assured but defeat is not inevitable if we move forward together and stand in solidarity for what is right.

In Solidarity,



Craig Smith, President
ETFO Thames Valley Teacher Local

- c. *ETFO Released Officers*
Sam Hammond, President, ETFO Provincial
Terry Card, President, ETFO Thames Valley Occasional Teacher Local