

VICE PRESIDENT'S REPORT – Dale Napier

1.0 Return to Work (RTW)

- Return to work meetings discussing accommodations and restrictions remain ongoing throughout the year as we work to ensure a positive work environment for our members regaining their health.

2.0 Sick Leave, STD, LTD, and WSIB

September 2021

- LTD applications are being emailed to Members such that they can submit to OTIP. OTIP is now asking for these applications to be submitted 12 weeks prior to the expiration of Short-Term Disability leave days as opposed to the traditional 6-8 weeks.
- Notices of prolonged absence, triggering applications to OTIP's early intervention program continue.
- Tracking and communication with regard to sick leave, STD, LTD, and WSIB remains ongoing.
- Meetings continue with Abilities and Wellness to review files for Members who are experiencing medical concerns/issues or require accommodations.
- We are advising Members to contact their local Health Unit if they are experiencing COVID symptoms, and/or have other concerns.
- If the Health Unit instructs a Member to stay home and isolate, they are to enter the absence as "Quarantine".
- Teachers, who are parents caring for children who have been directed by the Health Unit to isolate/quarantine, are now permitted to use quarantine days to provide care for their child through the quarantine period. This is leave with full pay and OT coverage.
- The Board continues to communicate updates to "decision trees" that help Teachers, parents, and students understand coding and responsibilities with regard to COVID.

December 2021

- LTD applications are being emailed to Members such that they can submit to OTIP. OTIP is now asking for these applications to be submitted 12 weeks prior to the expiration of Short-Term Disability leave days.

3.0 Sick Leave 101

- A 1.0 FTE Teacher receives a sick bank each school year of 11 sick days and 120 Short-Term Disability (STD) days. This refreshes each year on the first day of school unless the Teacher remains off work from an illness continuing from the previous year. If this is the case, the Member must work 11 consecutive days before the sick bank refreshes. The 11 sick days are paid at 100% salary. The 120 STD days are paid at 90% salary. The STD days can be topped up to 100% pay if the Member has top up days. Top up days are days left over from the previous year's 11 sick leave credits. Each of these days becomes a top up day and moves 10 STD days to 100% pay. You can view your allotment of sick days, STD days, and top up days within your Employee Portal by clicking on "view my sick leave".

- Once a Member is off work for 10 days the Board sends me a Notice of Prolonged Absence (NPA). This triggers me to make contact with that Member, and in addition to checking on their general well-being, discuss whether Early Intervention (EI) through OTIP is appropriate. EI is appropriate for any Member who believes their health will see them expire their 11 sick days and 120 STD days (pro-rated to FTE). The program allows OTIP to reach out to the Member early in the process before an LTD application to see what they may do to help. The Board's Medical Certificate will be sent to the Member and must be filled out by a doctor. The form will then be submitted to medicalnote@tvdsb.ca. Medical note expenditures as requested by the Board (up to \$35) can be recovered by submitting the receipt to medicalnote@tvdsb.ca.
- If a Member's health is such that they need to access Long Term Disability (LTD), they should contact Dale Napier via email to obtain an LTD application package. This application is filled out by the Member but, has sections which must be completed and signed by a doctor. OTIP is recommending these applications be submitted 10 to 12 weeks prior to the expiration of sick/STD days.
- Members need to indicate their absence due to illness solely via the TVARRIS reporting system and would only need to inform their Administration if the TVARRIS system were inoperative.
- A Member who is asked to submit medical to the Board's Abilities and Wellness department, as a result of being off of work 10 consecutive days, should do so via the use of the Board's medical certificate. This will be sent to the Member and must be filled out by a doctor. The form will then get submitted to medicalnote@tvdsb.ca. Next Report: reimbursement of medical note expenditures.
- "Top-up days". These are any days left over from your allotment of sick days from the previous year. So, if you were allotted 11 sick days and used 8 you would have 3 days left over and therefore 3 top-up days for the following year. What do top-up days do? Each top-up day moves 10 STD days from 90 to 100% pay. So, in this scenario 30 days would be topped up to 100%.
- WSIB Basics - If you are hurt/injured at work such that you may miss work days due to the injury, then you should be applying for WSIB. This process begins with your doctor. The doctor will fill out the required WSIB forms to be submitted to the Board. You however, need to inform the doctor that your injury occurred at work.

4.0 Employee and Family Assistance program (EFAP)

- "A pandemic is a very stressful event for individuals and communities. It's normal to feel some stress and anxiety. It's also very common for people to display great resiliency during times of crisis" (the Canadian Mental Health Association). With this in mind I remind our Members to look after their Mental Health.
- EFAP provides various forms of support for employees including Counselling, coaching and support in many areas including but not limited to, nutrition, smoking cessation, childcare and parenting, elder care, relationships, finances, career planning, and workplace issues is available to Members and their families by accessing your EFAP program at 1-800-663-1142 or www.homewoodhealth.com. Confidentiality is guaranteed within the limits of the law.

5.0 COVID-19 and Associated Protocols and Questions

September 2021

- All Active Members (i.e. not on leave) were asked to complete the COVID vaccination attestation in the employee portal by Friday September 10, 2021. Depending on the box a Member checked, various outcomes and expectations were placed upon the Member.
- Teachers are being asked to wear both a mask and a shield if they cannot maintain a physical distance of 2 meters. Requests for alternative types of PPE are to be submitted to Abilities and Wellness via medicalnote@tvdsb.ca.
- All Teachers are now eligible for the COVID vaccine.

6.0 Workshops

- Retirement Planning Workshop - Wednesday, October 13, 2021 (Zoom)
- Pregnancy / Parental Leave Workshop - Wednesday, October 6, 2021 (Zoom)
- Getting Ready to Retire Workshop – Wednesday, March 2, 2022 (Zoom)
- Pregnancy / Parental Leave Workshop – Wednesday, March 13, 2022 (Zoom)
- OTIP Walk into Retirement Webinar – Wednesday, April 6, 2022

7.0 Meetings Attended

June 21	<ul style="list-style-type: none"> • Executive Committee Meeting
June 22	<ul style="list-style-type: none"> • Local Calendar Meeting • HR Meeting • Return to Work (RTW) Meeting
June 23	<ul style="list-style-type: none"> • Local Leaders' Appreciation Event
June 24	<ul style="list-style-type: none"> • HR Meeting with Member • Abilities and Wellness Meeting • HR Meeting with Member
June 25	<ul style="list-style-type: none"> • NPAs to EIs
June 28	<ul style="list-style-type: none"> • HR Meeting with Member
June 29	<ul style="list-style-type: none"> • Abilities and Wellness Meeting • RTW Meeting • HR Meeting
August 6	<ul style="list-style-type: none"> • FAM Pre-Meeting
August 12	<ul style="list-style-type: none"> • FAM Delegation Meeting
August 17	<ul style="list-style-type: none"> • Federation Annual Meeting
August 18	<ul style="list-style-type: none"> • Federation Annual Meeting
August 19	<ul style="list-style-type: none"> • Federation Annual Meeting
August 24	<ul style="list-style-type: none"> • Member Meeting Regarding Letter • Phone Call with SO
August 26	<ul style="list-style-type: none"> • RTW Meeting • Team Meeting with Executive
August 31	<ul style="list-style-type: none"> • Pre-Executive Committee Meeting • Executive Committee Meeting • Board Meeting – Return to School
September 1	<ul style="list-style-type: none"> • RTW Meeting
September 2	<ul style="list-style-type: none"> • Abilities and Wellness Meeting • NPAs to EIs • OTIP/LTD Meeting

September 3	<ul style="list-style-type: none"> • 10 Day Report Calls
September 7	<ul style="list-style-type: none"> • Abilities and Wellness Meeting • 10 Day Report Calls
September 8	<ul style="list-style-type: none"> • Executive Committee Meeting
September 9	<ul style="list-style-type: none"> • Abilities and Wellness Meeting • Meeting with Elizabeth Kettle
September 10	<ul style="list-style-type: none"> • Budget Committee Meeting • Directors' Meeting
September 13	<ul style="list-style-type: none"> • Executive Committee Meeting
September 14	<ul style="list-style-type: none"> • Abilities and Wellness Meeting
September 15	<ul style="list-style-type: none"> • Labour Management Meeting
September 17	<ul style="list-style-type: none"> • Corporation Meeting • Executive Meeting
September 20	<ul style="list-style-type: none"> • Executive Committee Meeting • OTIP Benefits Workshop
September 21	<ul style="list-style-type: none"> • OTIP Benefits Workshop
September 22	<ul style="list-style-type: none"> • OTIP Benefits Workshop
September 23	<ul style="list-style-type: none"> • Abilities and Wellness Meeting • RTW Meeting • ELHT Townhall
September 24	<ul style="list-style-type: none"> • NPAs to EIs
September 27	<ul style="list-style-type: none"> • Executive Committee Meeting • HR Meeting with Member
September 28	<ul style="list-style-type: none"> • Calendar Meeting for Office • School Based Meeting
September 29	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Placement Discussion • Workplace Stewards' Meeting
September 30	<ul style="list-style-type: none"> • Abilities and Wellness Meeting
October 1	<ul style="list-style-type: none"> • NPAs to EIs
October 4	<ul style="list-style-type: none"> • Executive Committee Meeting • RTW Meeting with OTIP
October 5	<ul style="list-style-type: none"> • Sports Council • LTD Meeting with Member
October 6	<ul style="list-style-type: none"> • Pregnancy/Parental Leave Workshop
October 7	<ul style="list-style-type: none"> • Member Meeting with HR • Abilities and Wellness Meeting
October 8	<ul style="list-style-type: none"> • Member Meeting Regarding RTW and OTIP • NPAs to EIs
October 12	<ul style="list-style-type: none"> • Executive Committee Meeting • Office Appointment
October 13	<ul style="list-style-type: none"> • Retirement Planning Workshop
October 14	<ul style="list-style-type: none"> • School Based Meeting • Abilities and Wellness Meeting
October 15	<ul style="list-style-type: none"> • NPAs to EIs
October 18	<ul style="list-style-type: none"> • Executive Committee Meeting

October 19	<ul style="list-style-type: none"> • Labour Management Meeting • OTIP RTW Meeting
October 20	<ul style="list-style-type: none"> • Abilities and Wellness Meeting • NPAs to EIs
October 21	<ul style="list-style-type: none"> • Executive Meeting
October 22	<ul style="list-style-type: none"> • HR Meeting with Member • NPAs to EIs
October 25	<ul style="list-style-type: none"> • Executive Committee Meeting
October 26	<ul style="list-style-type: none"> • HR Meeting with Member • Phone Meeting with Member regarding RTW • OTF "Welcome to the Profession" at Althouse • TELC Local
October 27	<ul style="list-style-type: none"> • NPAs to EIs • Workplace Stewards' Meeting
October 28	<ul style="list-style-type: none"> • Abilities and Wellness Meeting
October 29	<ul style="list-style-type: none"> • RTW Meeting
November 1	<ul style="list-style-type: none"> • Executive Committee Meeting • TELC Provincial
November 2	<ul style="list-style-type: none"> • RTW Meeting • OTIP File Review
November 3	<ul style="list-style-type: none"> • NPAs to EIs
November 4	<ul style="list-style-type: none"> • Abilities and Wellness Meeting
November 5	<ul style="list-style-type: none"> • LTD Application Reviews
November 8	<ul style="list-style-type: none"> • Executive Committee Meeting • ETFO Local PD Planning
November 9	<ul style="list-style-type: none"> • Follow Up RTW Meeting • Year 1 Boundaries Seminar at Althouse • School Meeting • Board Meeting
November 10	<ul style="list-style-type: none"> • NPAs to EIs
November 11	<ul style="list-style-type: none"> • Remembrance Day • Abilities and Wellness Meeting • Board Meeting
November 12	<ul style="list-style-type: none"> • Abilities and Wellness Meeting
November 15	<ul style="list-style-type: none"> • Executive Committee Meeting
November 16	<ul style="list-style-type: none"> • Labour Management Meeting
November 17	<ul style="list-style-type: none"> • NPAs to EIs • Abilities and Wellness Meeting
November 18	<ul style="list-style-type: none"> • Executive Meeting
November 19	<ul style="list-style-type: none"> • NPAs to EIs
November 22	<ul style="list-style-type: none"> • Executive Committee Meeting • Collective Bargaining Preparation
November 23	<ul style="list-style-type: none"> • Collective Bargaining Preparation
November 24	<ul style="list-style-type: none"> • School Concern Meeting with HR and Superintendent
November 25	<ul style="list-style-type: none"> • RTW Meeting • Abilities and Wellness Meeting • General Meeting

November 26	<ul style="list-style-type: none"> • Early ID Meeting • NPAs to EIs
November 29	<ul style="list-style-type: none"> • Executive Committee Meeting
November 30	<ul style="list-style-type: none"> • Abilities and Wellness Meeting
December 1	<ul style="list-style-type: none"> • Member Meeting
December 2	<ul style="list-style-type: none"> • LTD Meeting
December 3	<ul style="list-style-type: none"> • NPAs to EIs • Affiliate Meeting
December 6	<ul style="list-style-type: none"> • Executive Committee Meeting
December 7	<ul style="list-style-type: none"> • Abilities and Wellness Meeting
December 8	<ul style="list-style-type: none"> • Workplace Stewards' Meeting
December 9	<ul style="list-style-type: none"> • NPAs to EIs
December 10	<ul style="list-style-type: none"> • Corporation Meeting • Executive Meeting
December 13	<ul style="list-style-type: none"> • Executive Committee Meeting • Return to Work Meeting • LTD Application with Member
December 14	<ul style="list-style-type: none"> • Labour Management Meeting • Local TELC at UWO
December 15	<ul style="list-style-type: none"> • NPAs to EIs
December 16	<ul style="list-style-type: none"> • Accommodations Meeting • LTD Application Meeting • Abilities and Wellness Meeting
December 17	<ul style="list-style-type: none"> • NPAs to EIs
January 3	<ul style="list-style-type: none"> • Executive Committee Meeting
January 4	<ul style="list-style-type: none"> • Executive Committee Meeting • Abilities and Wellness Meeting
January 5	<ul style="list-style-type: none"> • NPAs to EIs
January 6	<ul style="list-style-type: none"> • Accommodations Review Meeting
January 7	<ul style="list-style-type: none"> • Ergo Support Discussion with A and W • WSIB/RTW Meeting
January 10	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Meeting with HR
January 11	<ul style="list-style-type: none"> • Member Meeting with HR
January 12	<ul style="list-style-type: none"> • Member Meeting with HR
January 13	<ul style="list-style-type: none"> • HR Discussion Regarding Member • NPAs to EIs
January 14	<ul style="list-style-type: none"> • Abilities and Wellness Meeting
January 17	<ul style="list-style-type: none"> • Executive Committee Meeting • Employee and Family Assistance Program Meeting • TEAC
January 18	<ul style="list-style-type: none"> • WSIB/RTW Meeting • TELC Federation Day (UWO) • Labour Management Meeting
January 19	<ul style="list-style-type: none"> • Member Meeting with HR
January 20	<ul style="list-style-type: none"> • Executive Meeting
January 21	<ul style="list-style-type: none"> • NPAs to EIs

January 24	<ul style="list-style-type: none"> • Executive Committee Meeting • School Based Meeting
January 25	<ul style="list-style-type: none"> • School Based Meeting
January 26	<ul style="list-style-type: none"> • HR Meeting with Member
January 27	<ul style="list-style-type: none"> • Executive Committee Meeting
January 28	<ul style="list-style-type: none"> • Abilities and Wellness (A & W) Meeting
January 31	<ul style="list-style-type: none"> • Superintendent Meeting • Executive Committee Meeting • Member Meeting • Phone Meeting with Member • A & W Accommodations Meeting with Member
February 1	<ul style="list-style-type: none"> • NPAs to EIs
February 2	<ul style="list-style-type: none"> • Meeting with ETFO Provincial
February 3	<ul style="list-style-type: none"> • Return to Work (RTW) 1 • RTW 2
February 4	<ul style="list-style-type: none"> • TELC Provincial • OTF “Mental Health” Symposium
February 5	<ul style="list-style-type: none"> • OTF “Mental Health” Symposium
February 7	<ul style="list-style-type: none"> • Executive Committee Meeting • HR Meeting • Member Meeting
February 8	<ul style="list-style-type: none"> • NPAs to EIs
February 9	<ul style="list-style-type: none"> • A & W Meeting • Board PD, “Racial Slurs”
February 10	<ul style="list-style-type: none"> • HR Meeting Regarding School Accommodations • HR Meeting with Member
February 11	<ul style="list-style-type: none"> • Budget Committee Meeting
February 14	<ul style="list-style-type: none"> • Executive Committee Meeting • Retreat Focus Meeting
February 15	<ul style="list-style-type: none"> • RTW Meeting, WSIB • HR Meeting with Member • Labour Management Meeting
February 16	<ul style="list-style-type: none"> • Administrative Placement Meeting • System Responsibility Meeting • Retreat Focus Meeting • Member Meeting • HR Meeting with Member
February 17	<ul style="list-style-type: none"> • Executive Meeting
February 18	<ul style="list-style-type: none"> • HR Meeting with Member • WSIB RTW Meeting
February 22	<ul style="list-style-type: none"> • Executive Committee Meeting • Executive Retreat Meeting • RTW Meeting • Member Meeting Regarding Harassment • School Based Meeting • Local TELC

February 23	<ul style="list-style-type: none"> • Local Collective Bargaining Committee Meeting • ETFO Provincial Standing Committee Chair Meeting • ETFO Provincial Executive Meeting
February 24	<ul style="list-style-type: none"> • Member Meeting Regarding Harassment • General Meeting
February 25	<ul style="list-style-type: none"> • Abilities and Wellness (A & W) Meeting • NPAs to EIs
February 28	<ul style="list-style-type: none"> • Executive Committee Meeting
March 1	<ul style="list-style-type: none"> • NPAs to EIs
March 2	<ul style="list-style-type: none"> • A & W Meeting • ETFO Retirement Workshop
March 3	<ul style="list-style-type: none"> • Member Accommodations Meeting • Phone Meeting with Member (Medical)
March 4	<ul style="list-style-type: none"> • NPAs to EIs
March 7	<ul style="list-style-type: none"> • Executive Committee Meeting
March 8	<ul style="list-style-type: none"> • Frustration of Contract Meeting • Local TELC
March 9	<ul style="list-style-type: none"> • Workplace Stewards' Meeting
March 10	<ul style="list-style-type: none"> • A & W Meeting
March 11	<ul style="list-style-type: none"> • NPAs to EIs
March 21	<ul style="list-style-type: none"> • Executive Committee Meeting • UWO Associate Teacher Seminar
March 22	<ul style="list-style-type: none"> • HR Meeting with Member • OTIP Meeting Regarding Frustration of Contract
March 23	<ul style="list-style-type: none"> • Labour Management Meeting • WSIB/RTW Meeting • 25 Year Celebration
March 24	<ul style="list-style-type: none"> • WSIB/RTW Meeting • Executive Meeting
March 25	<ul style="list-style-type: none"> • Member Meeting with HR at Board Office • LTD Meeting • Member Meeting, Phone • OSSTF Meeting • TELC-AT Conference – Jim Strachan
March 28	<ul style="list-style-type: none"> • Executive Committee Meeting
March 29	<ul style="list-style-type: none"> • Frustration of Contract Meeting
March 30	<ul style="list-style-type: none"> • OT Assessment at School Site
March 31	<ul style="list-style-type: none"> • OT Assessment at School Site • RTW Meeting
April 1	<ul style="list-style-type: none"> • NPAs to EIs • A & W Meeting
April 4	<ul style="list-style-type: none"> • System Responsibility Meeting with Board Regarding OTIP Delay • Executive Committee Meeting
April 5	<ul style="list-style-type: none"> • Frustration of Contract Meeting
April 6	<ul style="list-style-type: none"> • Executive Committee Meeting

April 7	<ul style="list-style-type: none"> • Meeting with A & W and Staffing Regarding Accommodation • NPAs to EIs
April 8	<ul style="list-style-type: none"> • Accommodations Meeting • A & W Meeting
April 11	<ul style="list-style-type: none"> • Executive Committee Meeting • NPAs to EIs
April 12	<ul style="list-style-type: none"> • Pre-Meeting Regarding Pregnancy/Parental Leave Workshop • TELC-AT Conference – Jim Strachan
April 13	<ul style="list-style-type: none"> • Pregnancy/Parental Leave Workshop • ETFO Provincial Meeting Regarding Frustration/Severance Process
April 14	<ul style="list-style-type: none"> • NPAs to EIs
April 19	<ul style="list-style-type: none"> • Executive Committee Meeting • ETFO Provincial Conference
April 20	<ul style="list-style-type: none"> • A & W Meeting • PD Follow-up on Board Initiative with Purveen Skinner
April 21	<ul style="list-style-type: none"> • NPAs to EIs • Executive Meeting • Collective Bargaining Committee Meeting
April 22	<ul style="list-style-type: none"> • Labour Management Meeting • A & W Meeting
April 25	<ul style="list-style-type: none"> • Executive Committee Meeting
April 26	<ul style="list-style-type: none"> • Board of Directors Meeting • Outcome Meeting with HR • Local TELC
April 27	<ul style="list-style-type: none"> • School Based Meeting • Local Annual Meeting
April 28	<ul style="list-style-type: none"> • LTD File Review • NPAs to EIs
April 29	<ul style="list-style-type: none"> • A & W Meeting
May 2	<ul style="list-style-type: none"> • Executive Committee Meeting • Return to Work Meeting
May 3	<ul style="list-style-type: none"> • Promoting the Role of Associate Teachers • Executive Committee Meeting • EQAO Meeting • Member Meeting Regarding SEB
May 4	<ul style="list-style-type: none"> • Return to Work Meeting • WSIB Meeting • Provincial Steward Plus One Meeting
May 5	<ul style="list-style-type: none"> • Collective Bargaining Committee Workday • TELC
May 6	<ul style="list-style-type: none"> • TELC Provincial
May 9	<ul style="list-style-type: none"> • Executive Committee Meeting • Return to Work Meeting

May 10	<ul style="list-style-type: none">• Representative Council• Promoting the Role of Associate Teachers
May 11	<ul style="list-style-type: none">• Representative Council
May 12	<ul style="list-style-type: none">• Representative Council
May 13	<ul style="list-style-type: none">• A & W Meeting• NPAs to EIs
May 16	<ul style="list-style-type: none">• Executive Committee Meeting• HR Discussion
May 17	<ul style="list-style-type: none">• HR Meeting with Member• Labour Management Meeting
May 18	<ul style="list-style-type: none">• FAM Delegation Meeting
May 19	<ul style="list-style-type: none">• Corporation Meeting• Executive Meeting

CHIEF NEGOTIATOR / GRIEVANCE OFFICER – Mark MacLeod

1.0 Collective Bargaining and Collective Agreement (CA)

- **September 2021**

- The Collective Agreement outlines the terms of employment with the Thames Valley District School Board. The final version of the 2019 – 2022 Collective Agreement has been approved and is posted to the Board's website and the ETFO TVTL Website. All Members are reminded to check their pay stubs to make sure the 1% increase has been included in their most recent pay for the 2021-2022 school year. Members should also check their employee portal to ensure their sick bank has been updated and refreshed, as well as their timetables to make sure the appropriate amount of prep (L17.04) and supervision (L17.06) is included.

- **October 2021**

- ETFO Provincial sent out a Collective Bargaining Survey to all of its Members and TVTL Members are encouraged to fill out and submit their responses to the Provincial body so their voice is heard. The Released Officers should be apprised of the results of the survey by February Representative Council. Locally we have been preparing for Local bargaining for some time.

- **November 2021**

- The Local is currently in the process of creating a Local Member survey to aid in framing TVTL Bargaining Goals for the next round of Local Bargaining.

- **February 2022**

- At February Representative Council, the 2022 Central Bargaining Goals that are based on the results of the Collective Bargaining Survey were released, debated and modified based on recommendations from the members of the Representative Council. The Collective Bargaining Committee convened on February 23, 2022 with the goal to have the survey sent out to the membership by the end of March.

- **March 2022**

- A thorough review of the last round of Central and Local Bargaining occurred. The Local Bargaining Survey was reviewed and input from the committee was used to revise the survey. The survey was sent out the week prior to the March Break and closed the week after. At that time the results were reviewed and the CBC Committee convened again to begin the process of establishing Local Bargaining Goals that will be used to create the Preliminary Submission.

- **June 2022**

- The Collective Bargaining Committee met on April 21 and May 5 to review the results of the Local Bargaining Survey and provide input into the Local Preliminary Submission. The goal is to have a Preliminary Submission ready for approval by the ETFO Deputy General Secretary by early September. Once approved, the goal is to have an All-Member Meeting in early October to present the Preliminary Submission and to seek the approval of the membership.

2.0 Grievance and Arbitration Updates

- **September 2021**

- The Local filed grievance in late June in regards to an Abuse of Management Rights during the June 11, 2021 PA Day (Report Card Writing Day). This grievance was presented on September 7, 2021. All Members are reminded to contact the Local if they feel there has been a violation of the Collective Agreement.

- **October 2021**

- The Local filed grievances in September on mandatory training, medical procedures and staffing. As well, the Local is engaged in conversation with the employer on settling a number of outstanding grievances that we currently have.

- **November 2021**

- The Local filed grievances in October and November on Diagnostic Assessments, Staffing, Teacher Performance Appraisals and Supervision.

- **January 2022**

- The Local filed grievances in December on Diagnostic Assessments. We met with the Board to review many of the outstanding grievances and at this meeting nine outstanding grievances were resolved. We are scheduling meetings to try to resolve the many outstanding Diagnostic Assessment grievances and the FDK timetable concerns that have been raised.

- **February 2022**

- The Local filed grievances on staffing, report cards and just cause.

- **March 2022**

- The Local filed multiple grievances on prep payback. We have been involved in meetings to resolve the many outstanding Diagnostic Assessment grievances and the FDK timetable concerns that have been raised.

- **April 2022**

- The Local has been in constant contact with the Board about unfilled vacancies and how Fail to Fills are impacting school programming and their employee's well-being. All ETFO Members are reminded to use the Missed Preparation Time Tracking form that has been sent out previously to ensure all entitlements are being met.

3.0 Meetings Attended

June 21	<ul style="list-style-type: none"> • Executive Committee Meeting
June 22	<ul style="list-style-type: none"> • Meeting with FRL Superintendents • ETFO Local Calendar Meeting
June 23	<ul style="list-style-type: none"> • Meeting with CB Officer • ETFO Local Leaders' Appreciation Event
June 24	<ul style="list-style-type: none"> • Meeting with HR – School Investigation • Annual Meeting Follow Up
June 28	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Member
June 29	<ul style="list-style-type: none"> • Executive Committee Meeting

July 13	<ul style="list-style-type: none"> • Meeting with CB Officer
July 26	<ul style="list-style-type: none"> • Meeting with Member
August 12	<ul style="list-style-type: none"> • Annual Meeting Delegation Meeting
August 17	<ul style="list-style-type: none"> • Federation Annual Meeting
August 18	<ul style="list-style-type: none"> • Federation Annual Meeting
August 19	<ul style="list-style-type: none"> • Federation Annual Meeting
August 20	<ul style="list-style-type: none"> • Meeting with CB Officer
August 23	<ul style="list-style-type: none"> • Meeting with HR
August 31	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with HR – Return to School Update
September 1	<ul style="list-style-type: none"> • Meeting with Member
September 2	<ul style="list-style-type: none"> • Meeting with Member
September 7	<ul style="list-style-type: none"> • Meeting with HR • Grievance Presentation
September 8	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with CB Officer
September 10	<ul style="list-style-type: none"> • Budget Committee Meeting • Directors' Meeting
September 13	<ul style="list-style-type: none"> • Executive Committee Meeting
September 15	<ul style="list-style-type: none"> • Labour Management Meeting • Meeting with HR – Staffing 2022
September 17	<ul style="list-style-type: none"> • Corporation Meeting • Executive Meeting
September 20	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with CB Officer
September 21	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
September 22	<ul style="list-style-type: none"> • Meeting with Member • Meeting with CB Officer
September 23	<ul style="list-style-type: none"> • Meeting with HR
September 27	<ul style="list-style-type: none"> • Executive Committee Meeting • CN SOSAL
September 28	<ul style="list-style-type: none"> • Local Planning / Calendar Meeting • School Meeting
September 29	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with CB Officer • Workplace Stewards' Meeting
September 30	<ul style="list-style-type: none"> • Grievance Presentations with HR
October 1	<ul style="list-style-type: none"> • Meeting with Spec Ed Superintendent
October 3	<ul style="list-style-type: none"> • Executive Committee Meeting
October 4	<ul style="list-style-type: none"> • Meeting with CB Officer
October 5	<ul style="list-style-type: none"> • Meeting with HR • Representative Council
October 6	<ul style="list-style-type: none"> • Representative Council • Member Meeting
October 7	<ul style="list-style-type: none"> • Member Meeting
October 12	<ul style="list-style-type: none"> • Executive Committee Meeting
October 13	<ul style="list-style-type: none"> • Meeting with CB Officer

October 15	<ul style="list-style-type: none"> • Meeting with School Staff
October 18	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with CB Officer and President Regarding Grievances
October 19	<ul style="list-style-type: none"> • Meeting with HR • Labour Management Meeting • Grievance Presentation
October 20	<ul style="list-style-type: none"> • Regional Collective Bargaining Training
October 21	<ul style="list-style-type: none"> • Executive Meeting
October 22	<ul style="list-style-type: none"> • Member Meeting
October 25	<ul style="list-style-type: none"> • Executive Committee Meeting
October 26	<ul style="list-style-type: none"> • Meeting with HR
October 27	<ul style="list-style-type: none"> • Meeting with CB Officer – Grievance Review
October 28	<ul style="list-style-type: none"> • Staffing Meeting • School Meeting
October 29	<ul style="list-style-type: none"> • CN SOSAL • Meeting with CB Officer
November 1	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Member
November 2	<ul style="list-style-type: none"> • Meeting with CB Officer • Meeting with Superintendent
November 3	<ul style="list-style-type: none"> • Meeting with Member
November 4	<ul style="list-style-type: none"> • School Meeting
November 8	<ul style="list-style-type: none"> • ETFO Local Planning Meeting
November 9	<ul style="list-style-type: none"> • Meeting with Superintendents – Early Identification • School Meeting
November 10	<ul style="list-style-type: none"> • Executive Committee Meeting
November 11	<ul style="list-style-type: none"> • Remembrance Day
November 15	<ul style="list-style-type: none"> • Executive Committee Meeting
November 16	<ul style="list-style-type: none"> • Labour Management • Meeting with HR
November 17	<ul style="list-style-type: none"> • Meeting with CB Officer
November 18	<ul style="list-style-type: none"> • Executive Meeting
November 19	<ul style="list-style-type: none"> • Meeting with CB Officer Regarding Diagnostics
November 22	<ul style="list-style-type: none"> • Executive Committee Meeting • Collective Bargaining Planning Session
November 23	<ul style="list-style-type: none"> • Executive Committee Meeting • Collective Bargaining Planning Session
November 24	<ul style="list-style-type: none"> • Meeting with HR • Meeting with CB Officer – Grievance Review
November 25	<ul style="list-style-type: none"> • General Meeting
November 26	<ul style="list-style-type: none"> • Meeting with HR – Early ID • Meeting with HR – School Climate • Meeting with HR – School within a School
November 29	<ul style="list-style-type: none"> • Executive Committee Meeting

November 30	<ul style="list-style-type: none"> • Meeting with HR • Meeting with CB Officer
December 1	<ul style="list-style-type: none"> • Meeting with Associate Director
December 2	<ul style="list-style-type: none"> • Meeting with HR – Grievance Reviews
December 3	<ul style="list-style-type: none"> • CN SOSAL
December 6	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with HR
December 7	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with School Staff
December 8	<ul style="list-style-type: none"> • Meeting with HR • Workplace Stewards' Meeting
December 9	<ul style="list-style-type: none"> • Meeting with CB Staff Officer • Meeting with School Staff
December 10	<ul style="list-style-type: none"> • Corporation Meeting • Executive Meeting
December 13	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with HR
December 14	<ul style="list-style-type: none"> • Labour Management Meeting • Meeting with School Staff
December 15	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
December 16	<ul style="list-style-type: none"> • Meeting with CB Officer
January 3	<ul style="list-style-type: none"> • Executive Committee Meeting
January 4	<ul style="list-style-type: none"> • Meeting with HR • Executive Committee Meeting
January 5	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
January 6	<ul style="list-style-type: none"> • Meeting with CB Officer and Lawyer – Grievance Review
January 7	<ul style="list-style-type: none"> • Meeting with Member
January 10	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with HR – Grievance Review
January 11	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
January 12	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
January 13	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
January 14	<ul style="list-style-type: none"> • Meeting with CB Officer
January 17	<ul style="list-style-type: none"> • Executive Committee Meeting
January 18	<ul style="list-style-type: none"> • Labour Management Meeting
January 19	<ul style="list-style-type: none"> • Stewards' Council Meeting
January 20	<ul style="list-style-type: none"> • Executive Meeting
January 24	<ul style="list-style-type: none"> • Executive Committee Meeting • Grievance Presentations • Meeting with School Staff
January 25	<ul style="list-style-type: none"> • Meeting with HR, Grievance Resolutions • Meeting with School Staff
January 26	<ul style="list-style-type: none"> • Meeting with HR • Meeting with Associate Director and HR Superintendent – Short-Term Virtual Learning (STVL)

January 27	<ul style="list-style-type: none"> • Meeting with Member • Meeting with Superintendent of HR - Prep Payback LOU • Meeting with CB Officer • Meeting with Associate Director - STVL • Executive Committee Meeting, MOU-STVL
January 28	<ul style="list-style-type: none"> • CN SOSAL
January 31	<ul style="list-style-type: none"> • Executive Committee Meeting • Reorganization Staffing Meeting - Roch Carrier F.I. P.S. / Oliver Stephens P.S.
February 1	<ul style="list-style-type: none"> • Meeting with CB Officer • Reorganization Staffing Meeting - Summerside Schools
February 2	<ul style="list-style-type: none"> • Pre-Council Meetings • Representative Council • Provincial Executive Liaison Meeting
February 3	<ul style="list-style-type: none"> • Representative Council Caucus Meeting • Representative Council
February 4	<ul style="list-style-type: none"> • Meeting with Associate Director and HR Superintendent • Meeting with Member
February 7	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with CB Officer and Member
February 8	<ul style="list-style-type: none"> • Meeting with HR Superintendent
February 9	<ul style="list-style-type: none"> • Meeting with Superintendents - Racial Epithets Professional Development • Reorganization Staffing Meeting - Winchester Street P.S./Springbank P.S./Algonquin P.S.
February 10	<ul style="list-style-type: none"> • Meeting with CB Officer • Meeting with HR Superintendent
February 11	<ul style="list-style-type: none"> • Budget Committee Meeting
February 14	<ul style="list-style-type: none"> • Executive Committee Meeting
February 15	<ul style="list-style-type: none"> • Labour Management Meeting
February 16	<ul style="list-style-type: none"> • Meeting with HR - Staffing
February 17	<ul style="list-style-type: none"> • Executive Meeting
February 22	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with School Staff
February 23	<ul style="list-style-type: none"> • Collective Bargaining Committee Meeting • FDK Timetable Workgroup Meeting
February 24	<ul style="list-style-type: none"> • Meeting with HR • General Meeting
February 25	<ul style="list-style-type: none"> • CN SOSAL • Meeting with Member
February 28	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Member
March 1	<ul style="list-style-type: none"> • Meeting with CB Staff Officer • Meeting with HR – Racial Epithets
March 2	<ul style="list-style-type: none"> • Diagnostic Assessment / PPM 155 Workgroup Meeting • Grievance Presentation
March 3	<ul style="list-style-type: none"> • Member Meetings

March 4	<ul style="list-style-type: none"> • Meeting with CB Staff Officer
March 7	<ul style="list-style-type: none"> • Executive Committee Meeting
March 8	<ul style="list-style-type: none"> • Meeting with HR
March 9	<ul style="list-style-type: none"> • Workplace Stewards' Meeting
March 10	<ul style="list-style-type: none"> • Meeting with CB Staff Officer
March 21	<ul style="list-style-type: none"> • Executive Committee Meeting
March 23	<ul style="list-style-type: none"> • Labour Management Meeting
March 24	<ul style="list-style-type: none"> • Meeting with HR • Executive Meeting
March 25	<ul style="list-style-type: none"> • CN SOSAL
March 28	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with HR
March 29	<ul style="list-style-type: none"> • Meeting with HR
March 30	<ul style="list-style-type: none"> • Meeting with CB Team
March 31	<ul style="list-style-type: none"> • Meeting with Legal Counsel and Member
April 4	<ul style="list-style-type: none"> • Meeting with CB Officer • Meeting with HR Manager
April 5	<ul style="list-style-type: none"> • Grievance Presentations • Meeting with HR – L5.07
April 6	<ul style="list-style-type: none"> • Executive Committee Meeting • FDK Timetable Workgroup Meeting
April 7	<ul style="list-style-type: none"> • Meeting with Member • Meeting with Legal Counsel
April 8	<ul style="list-style-type: none"> • Meeting with HR Superintendent • Reorganization Staffing Meeting
April 11	<ul style="list-style-type: none"> • Executive Committee Meeting • Reorganization Staffing Meeting • Meeting with CB Chair
April 12	<ul style="list-style-type: none"> • Meeting with Member
April 13	<ul style="list-style-type: none"> • Meeting with CB Staff Officer
April 19	<ul style="list-style-type: none"> • Political Action Workshop
April 20	<ul style="list-style-type: none"> • Executive Committee Meeting
April 21	<ul style="list-style-type: none"> • Executive Meeting • Collective Bargaining Meeting
April 21	<ul style="list-style-type: none"> • Meeting with HR
April 22	<ul style="list-style-type: none"> • Labour Management Meeting
April 25	<ul style="list-style-type: none"> • Executive Committee Meeting • Political Action Committee Meeting
April 26	<ul style="list-style-type: none"> • Board of Directors Meeting • Meeting with CB Officer
April 27	<ul style="list-style-type: none"> • Local Annual Meeting
April 28	<ul style="list-style-type: none"> • Meeting with HR • Meeting with Member • Meeting with CB Officer and Legal Counsel
April 29	<ul style="list-style-type: none"> • CN SOSAL Waterloo
May 2	<ul style="list-style-type: none"> • School Visit • Meeting with CB Officer

May 3	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Superintendent - EQAO
May 4	<ul style="list-style-type: none"> • Meeting with CB Officer • Meeting with Member • Provincial Stewards Plus One Meeting – Political Action
May 5	<ul style="list-style-type: none"> • Collective Bargaining Committee Meeting
May 6	<ul style="list-style-type: none"> • Meeting with Member • Meeting with HR – Grievance Resolution
May 9	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Superintendent – Violence • School Visit
May 10	<ul style="list-style-type: none"> • Representative Council - Toronto
May 11	<ul style="list-style-type: none"> • Representative Council - Toronto
May 12	<ul style="list-style-type: none"> • Representative Council – Toronto • Special Meeting of Presidents and Chief Negotiators - Toronto
May 16	<ul style="list-style-type: none"> • Summerside P.S. Reorganization Review
May 17	<ul style="list-style-type: none"> • Labour Management Meeting • Meeting with CB Officer
May 18	<ul style="list-style-type: none"> • School Visit • FAM Delegation Meeting
May 19	<ul style="list-style-type: none"> • Corporation Meeting • Executive Meeting
May 20	<ul style="list-style-type: none"> • CN SOSAL Bargaining Meeting
May 24	<ul style="list-style-type: none"> • School Visit • Executive Committee Meeting
May 25	<ul style="list-style-type: none"> • Labour Management Meeting • Workplace Stewards' Meeting
May 26	<ul style="list-style-type: none"> • Meeting with CB Officer
May 27	<ul style="list-style-type: none"> • CN SOSAL
May 29	<ul style="list-style-type: none"> • Andrea Horwath Whistle Stop, ETFO Thames Valley Teacher Local
May 30	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with HR – Grievance Presentations • School Visit
May 31	<ul style="list-style-type: none"> • Political Action
June 1	<ul style="list-style-type: none"> • Meeting with Member • Political Action
June 2	<ul style="list-style-type: none"> • Meeting with CB Officer • Political Action
June 3	<ul style="list-style-type: none"> • Political Action • Meeting with HR
June 6	<ul style="list-style-type: none"> • Executive Committee Meeting • CB Meeting with ETFO Provincial • Meeting with Member and Superintendent

June 7	<ul style="list-style-type: none"> • CB Discussions Meeting • Meeting with HR - Elementary Reporting Timelines • Joint PD Meeting with Associate Director
June 8	<ul style="list-style-type: none"> • NTIP Meeting • FAM Meeting – Discussion on Motions
June 9	<ul style="list-style-type: none"> • Meeting with ETFO Provincial – Online Violence Reporting Tool • Meeting with Member
June 10	<ul style="list-style-type: none"> • Calendar Planning Meeting
June 13	<ul style="list-style-type: none"> • Executive Committee Meeting
June 14	<ul style="list-style-type: none"> • Member Meeting
June 16	<ul style="list-style-type: none"> • Annual Banquet
June 17	<ul style="list-style-type: none"> • Executive Meeting
June 20	<ul style="list-style-type: none"> • Executive Committee Meeting
June 21	<ul style="list-style-type: none"> • Labour Management Meeting
June 22	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Appreciation Event
June 23	<ul style="list-style-type: none"> • Meeting with HR Superintendent – Health and Safety Proposal
June 24	<ul style="list-style-type: none"> • Meeting with HR
June 27	<ul style="list-style-type: none"> • Meeting with Member • Meeting with CB Officer
June 28	<ul style="list-style-type: none"> • Executive Committee Meeting
June 29	<ul style="list-style-type: none"> • Meeting with HR • Meeting with CB Officer



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