



**ETFO Thames Valley
Teacher Local**

**Annual Report
2022 - 2023**

PRESIDENT'S REPORT – Craig Smith

Progress is not the elimination of struggle but rather a change in its terms.

Aneurin Bevan

Welcome to the new school year.

After what I hope was a good and restful break, we are back and ready to fight the good fight on behalf of every Member of this Local.

The school year begins, as always, with hope but also some real apprehension. Against the backdrop of an ongoing pandemic and contract negotiations, we remain focused on serving all Members, defending their rights, and improving working conditions for all.

Together we will move forward in solidarity.

The true secret of happiness lies in taking a genuine interest in all the details of daily life.

William Morris

Bill 28, the **Keeping Students in Class Act, 2022**, will apparently be repealed in its entirety on Monday November 14. Once the legislation is repealed CUPE will continue in a legal strike position. ETFO is not in a legal strike position.

Education Sector Collective Bargaining will now continue in accordance with the **School Boards Collective Bargaining Act, 2014** and the **Labour Relations Act, 1995**.

Huge congratulations to our CUPE colleagues for fighting this historic fight and securing the repeal of an unjust law. Well done!

Together we will move forward in solidarity.

Whiles in the early Winter eve
We pass amid the gathering night
Some homestead that we had to leave
Years past; and see its candles bright
Shine in the room beside the door
Where we were merry years ago
But now must never enter more,
As still the dark road drives us on.
E'en so the world of men may turn
At even of some hurried day
And see the ancient glimmer burn
Across the waste that hath no way;

Then with that faint light in its eyes
A while I bid it linger near
And nurse in wavering memories
The bitter-sweet of days that were.

William Morris, The House of the Wolfings

The Winter Break is upon us, and its imminent arrival heralds the end of a tumultuous first term.

We know that elementary schools are increasingly violent places for students and teachers. This points to a pervasive and systemic problem that must be addressed by the government and school boards in Ontario. ETFO Provincial also needs to step up and weigh in on this pressing issue.

That said, addressing violence in schools is a core priority of the Local, one that is being addressed immediately as situations arise, and will continue to be addressed through collective bargaining. Concrete steps are being taken by the Local to reduce and eliminate violence in elementary schools. To be clear, there is no acceptable level of violence in the workplace. All schools must once again be safe and peaceful places for students and teachers.

The Ontario Superior Court of Justice found that the Ontario government's decision, under Bill 124, to impose a three-year wage freeze on teachers, nurses, and other public sector workers, was unconstitutional and violated collective bargaining rights. The Ford Conservative government is appealing the ruling.

It is my hope that everyone enjoys a safe, peaceful, and well-deserved break.

Happy New Year. I hope that all members of the Local Executive enjoyed a safe and restful Winter Break.

We hit the ground running as we begin the second half of the school year. Local Presidents and Chief Negotiators have been called to an ETFO Provincial Special Meeting to review central bargaining items and the local non-exhaustive list.

On a positive note, the Board shared some improvements that have been made to the report card program. It is hoped that these initial improvements will make life a little easier for Teachers, but we recognize that there is more work to be done regarding the report card program. We will continue to push the Board to do what needs to be done.

Together we fight the good fight.

The sun is a daily reminder that we too can rise again from the darkness, that we too can shine our own light.

Sara Ajna

As we begin to mobilize in support of collective bargaining, we remain hopeful that better days are ahead of us. Working together, we will continue to fight the good fight and make that hope a reality.

“Let tomorrow cross its own rivers.”

William Morris, The Well at the World's End

Only in a radically more egalitarian, more fraternal and less competitive society can liberties flourish and abound for all and ordinary people thus achieve their full human potential.

From Bernard Crick’s Introduction to George Orwell’s “**The Lion and the Unicorn**”

The past is not dead, but living in us, and will be alive in the future which we are now helping to make.

William Morris

Executive Reports are a thing/Support Staff expect us to bring/To their attention/But please do not mention/Crafting them sometimes doth sting.

It’s been quite a year. Summer is upon us. Enjoy.

1.0 Meetings Attended

June 28	<ul style="list-style-type: none"> • Executive Committee Meeting
July 25	<ul style="list-style-type: none"> • Media Interviews with CBC Radio Toronto, London, Thunder Bay, Windsor, Kitchener, Ontario Morning, Sudbury, 1290 CJBK
August 15	<ul style="list-style-type: none"> • ETFO Provincial Annual Meeting, Toronto
August 16	<ul style="list-style-type: none"> • ETFO Provincial Annual Meeting, Toronto
August 17	<ul style="list-style-type: none"> • ETFO Provincial Annual Meeting, Toronto
August 18	<ul style="list-style-type: none"> • ETFO Provincial Annual Meeting, Toronto
August 31	<ul style="list-style-type: none"> • Meeting with TVDSB Senior Administration
September 1	<ul style="list-style-type: none"> • Media Interview, AM 980
September 5	<ul style="list-style-type: none"> • London and District Labour Council Labour Day Event
September 6	<ul style="list-style-type: none"> • Executive Committee Meeting • Media Interview, AM 980
September 7	<ul style="list-style-type: none"> • Meeting with HR Superintendent • Media Interview, CTV London
September 8	<ul style="list-style-type: none"> • Meeting with Member and HR Staff • Meeting with Member and HR Superintendent
September 9	<ul style="list-style-type: none"> • Budget Committee Meeting • Board of Directors Meeting • Executive Meeting
October 3	<ul style="list-style-type: none"> • Southern Ontario and Surrounding Area Locals (SOSAL) meeting, Guelph • ETFO TVOT Local Executive Meeting
October 5	<ul style="list-style-type: none"> • Education Credit Union Meeting • Meeting with HR Superintendent
October 6	<ul style="list-style-type: none"> • Reorganization Staffing Committee meeting

October 7	<ul style="list-style-type: none"> • Media Interview, CBC London • Libro Credit Union Meeting
October 11	<ul style="list-style-type: none"> • Executive Committee Meeting
October 12	<ul style="list-style-type: none"> • RTO Fall Luncheon • Committee Night Meeting
October 13	<ul style="list-style-type: none"> • Progress Reports Meeting • Meeting with Member and HR • Stewards' Council Meeting
October 14	<ul style="list-style-type: none"> • Corporation Meeting • Local Executive Meeting
October 17	<ul style="list-style-type: none"> • ETFO Staff Meeting, School • Meeting with HR Superintendent • Executive Committee Meeting
October 18	<ul style="list-style-type: none"> • ETFO Staff Meeting, School
October 19	<ul style="list-style-type: none"> • ETFO Provincial Representative Council, Toronto
October 20	<ul style="list-style-type: none"> • ETFO Provincial Representative Council, Toronto
October 24	<ul style="list-style-type: none"> • Meeting with Member • Executive Committee Meeting
October 28	<ul style="list-style-type: none"> • ETFO Staff Meeting, School
October 31	<ul style="list-style-type: none"> • ETFO/TVDSB Labour Management Meeting • Meeting with Accountant • ETFO Meeting with Local Presidents
November 1	<ul style="list-style-type: none"> • New Members' Event
November 2	<ul style="list-style-type: none"> • ETFO Provincial Collective Bargaining Conference, Toronto
November 4	<ul style="list-style-type: none"> • CUPE Political Protest
November 7	<ul style="list-style-type: none"> • CUPE Political Protest
November 8	<ul style="list-style-type: none"> • Thames Valley Union Council Meeting
November 10	<ul style="list-style-type: none"> • Local Executive Meeting
November 11	<ul style="list-style-type: none"> • Remembrance Day Service London Cenotaph
November 14	<ul style="list-style-type: none"> • Executive Committee Meeting
November 16	<ul style="list-style-type: none"> • CUPE Update Meeting
November 17	<ul style="list-style-type: none"> • Report Card Survey Review Meeting • Support Staff Interviews • ETFO Provincial Meeting with Local Presidents
November 18	<ul style="list-style-type: none"> • Meeting with HR Superintendent
November 20	<ul style="list-style-type: none"> • Media Interview, CBC London
November 21	<ul style="list-style-type: none"> • Executive Committee Meeting
November 22	<ul style="list-style-type: none"> • Support Staff Interviews • Labour Management Meeting
November 23	<ul style="list-style-type: none"> • Council of Presidents Meeting • Media Interview, CBC Ontario
November 24	<ul style="list-style-type: none"> • Support Staff Interviews • ETFO TVTL General Meeting
November 25	<ul style="list-style-type: none"> • SOSAL, ETFO Lambton-Kent
November 28	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Teacher

November 29	<ul style="list-style-type: none"> • Joint Report Card Committee Meeting, Board Office • Meeting with Associate Director
November 30	<ul style="list-style-type: none"> • Reorganization Staffing Committee Meeting, Board Office
December 5	<ul style="list-style-type: none"> • Executive Committee Meeting
December 6	<ul style="list-style-type: none"> • Collective Bargaining Training, ETFO Halton
December 7	<ul style="list-style-type: none"> • Collective Bargaining Training, ETFO Halton
December 8	<ul style="list-style-type: none"> • Collective Bargaining Training, ETFO Halton
December 12	<ul style="list-style-type: none"> • Executive Committee Meeting
December 13	<ul style="list-style-type: none"> • Workplace Stewards' Meeting
December 14	<ul style="list-style-type: none"> • New Members' Welcome to ETFO Event
December 15	<ul style="list-style-type: none"> • Meeting with Member and Human Resources, Board Office • Grievance Presentations, Board Office
December 16	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Local Executive Meeting
December 19	<ul style="list-style-type: none"> • Executive Committee Meeting
December 20	<ul style="list-style-type: none"> • Labour Management Meeting • Grievance Presentations
January 9	<ul style="list-style-type: none"> • Executive Committee Meeting
January 11	<ul style="list-style-type: none"> • Joint Report Card Committee Meeting, Board Office
January 13	<ul style="list-style-type: none"> • Meeting with ETFO PRS Staff Officer
January 16	<ul style="list-style-type: none"> • Executive Committee Meeting
January 17	<ul style="list-style-type: none"> • Support Staff Interviews • Labour Management Meeting • Political Action Committee Meeting
January 19	<ul style="list-style-type: none"> • ETFO Provincial Special Meeting with Local Presidents and CN/GOs, Toronto
January 23	<ul style="list-style-type: none"> • Budget Review • Executive Committee Meeting
January 24	<ul style="list-style-type: none"> • Time Allocation Document review, Board office
January 26	<ul style="list-style-type: none"> • Budget Committee Meeting • Labour Appreciation Awards, Liuna 1059
January 27	<ul style="list-style-type: none"> • Meeting with CB Staff Officer
January 30	<ul style="list-style-type: none"> • Executive Committee Meeting
February 1	<ul style="list-style-type: none"> • ETFO Provincial Representative Council, Toronto
February 2	<ul style="list-style-type: none"> • ETFO Provincial Representative Council, Toronto
February 3	<ul style="list-style-type: none"> • Meeting with Member and Human Resources, Board office
February 10	<ul style="list-style-type: none"> • Local Executive Meeting
February 13	<ul style="list-style-type: none"> • Executive Committee Meeting
February 14	<ul style="list-style-type: none"> • OLRB Hearing
February 15	<ul style="list-style-type: none"> • Administrative Placement Meeting, Board Office • Labour Management Meeting • Grievance Presentation
February 16	<ul style="list-style-type: none"> • General Meeting/Preliminary Submission Presentation, Hellenic Centre
February 17	<ul style="list-style-type: none"> • Meeting with Senior Administration Regarding Violence in Schools, Board Office

February 21	<ul style="list-style-type: none"> • Executive Committee Meeting
February 24	<ul style="list-style-type: none"> • Meeting with Human Resources and Member, Board Office • Meeting with Member and Human Resources, Board office
February 27	<ul style="list-style-type: none"> • Executive Committee Meeting
February 28	<ul style="list-style-type: none"> • ETFO Staff Meeting, School
March 2	<ul style="list-style-type: none"> • ETFO Retirement Planning Workshop
March 6	<ul style="list-style-type: none"> • Meeting with Superintendent, Spec. Ed. Staffing, Board Office • Executive Committee Meeting
March 8	<ul style="list-style-type: none"> • Grievance Presentation, Board Office
March 9	<ul style="list-style-type: none"> • Local Executive Meeting
March 10	<ul style="list-style-type: none"> • Arbitration
March 13-17	<ul style="list-style-type: none"> • March Break
March 20	<ul style="list-style-type: none"> • Executive Committee Meeting
March 21	<ul style="list-style-type: none"> • ETFO Staff Meeting, School • Labour Management Meeting
March 27	<ul style="list-style-type: none"> • Executive Committee Meeting
March 29	<ul style="list-style-type: none"> • Workplace Stewards' Training/CB Update
March 30	<ul style="list-style-type: none"> • Meeting with ETFO Legal Counsel
April 3	<ul style="list-style-type: none"> • Executive Committee Meeting
April 4	<ul style="list-style-type: none"> • Special Education Staffing Meeting
April 5	<ul style="list-style-type: none"> • Meeting with Human Resources and Member
April 11	<ul style="list-style-type: none"> • Meeting with Member and Human Resources • Executive Committee Meeting
April 12	<ul style="list-style-type: none"> • Meeting with Associate Director • TPA Meeting with Area Superintendent
April 13	<ul style="list-style-type: none"> • Meeting with London Paving and Concrete • Wellness Workshop
April 14	<ul style="list-style-type: none"> • Meeting with Member and Human Resources • Local Executive Meeting
April 17	<ul style="list-style-type: none"> • Executive Committee Meeting
April 18	<ul style="list-style-type: none"> • CB Table Team • All Candidates Session
April 20	<ul style="list-style-type: none"> • Meeting with Member • Labour Management Meeting • Grievance Presentation
April 21	<ul style="list-style-type: none"> • Meeting with Clintar
April 24	<ul style="list-style-type: none"> • CB Table Team
April 25	<ul style="list-style-type: none"> • Local Bargaining
April 26	<ul style="list-style-type: none"> • PSAC Picket Line
April 27	<ul style="list-style-type: none"> • Local Annual Meeting
April 28	<ul style="list-style-type: none"> • Support Staff Lunch
May 1	<ul style="list-style-type: none"> • Budget Committee Meeting
May 4	<ul style="list-style-type: none"> • CB Table Team • Meeting with Accountant
May 5	<ul style="list-style-type: none"> • Arbitration
May 7-12	<ul style="list-style-type: none"> • Canadian Labour Congress, Montreal

May 15	<ul style="list-style-type: none"> • Executive Committee Meeting
May 16	<ul style="list-style-type: none"> • Local Bargaining
May 17-18	<ul style="list-style-type: none"> • Provincial Representative Council, Toronto
May 23	<ul style="list-style-type: none"> • Support Staff Meeting • Calendar Planning Meeting
May 24	<ul style="list-style-type: none"> • Meeting with Member and Human Resources • Grievance Presentation
May 25	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Local Executive Meeting • FAM Delegation Meeting
May 26	<ul style="list-style-type: none"> • Political Action Committee Meeting with MPP
May 27	<ul style="list-style-type: none"> • ETFO TVTL Scramble Golf Tournament, Echo Valley Golf Course
May 29	<ul style="list-style-type: none"> • Executive Committee Meeting
May 30	<ul style="list-style-type: none"> • ETFO Staff Meeting, School • CB Table Team Planning Meeting • ETFO Provincial Workplace Steward Plus One Meeting, Lamplighter Inn
May 31	<ul style="list-style-type: none"> • Local Bargaining
June 1	<ul style="list-style-type: none"> • Annual Banquet, RBC Place London
June 5	<ul style="list-style-type: none"> • Executive Committee Meeting
June 6	<ul style="list-style-type: none"> • Support Staff Meeting
June 12	<ul style="list-style-type: none"> • Meeting with Legal Counsel • Executive Committee Meeting
June 13	<ul style="list-style-type: none"> • CB Table Team Planning Meeting • Meeting with Senior Administration, Board Office
June 14	<ul style="list-style-type: none"> • ETFO TVTL Local Leaders' Appreciation Event
June 15	<ul style="list-style-type: none"> • Support Staff Meeting • Meeting with Member and Human Resources
June 16	<ul style="list-style-type: none"> • Local Executive Meeting

FIRST VICE PRESIDENT'S REPORT – Michael Thomas

1.0 Federation Annual Meeting 2022

- From August 15-18, ETFO Thames Valley Teacher Local Delegates and Alternates attended ETFO Provincial's Annual General Meeting (or FAM). This summer, we continued to advocate for the working conditions of our Members and discussed important issues. Starting off on the Monday evening, Sue Varley and I were able to table a motion to amend the priorities of the organization to include the following:
 - To advocate for the elimination of violence in publicly funded schools
- There was a lot of debate on the floor in regards to this amendment, and fortunately, the voting passed and this priority is now a cornerstone of the work that our federation will focus on in order to support Members. In addition, Sue and I spoke during the budget and made a recommendation to include a new line within the General Fund, specifically under Health and Safety (Section G4), so that \$175,000 be allocated to support this new ETFO Priority. The budget recommendation passed and that money will now be utilized to directly support Members.

2.0 Collective Bargaining Chair Update

- **September 2022**
 - Our Chief Negotiator/Grievance Officer and I continue to work on the Preliminary Submission. We are currently finishing examining all the Member input, the Collective Bargaining Committee input, and are organizing this information into concrete bargaining goals and our Preliminary Submission presentation. We will be reconvening the Collective Bargaining Committee near the end of September to review the bargaining goals, seek final input, and show the committee the Preliminary Submission presentation.
- **October 2022**
 - We met with the Collective Bargaining Committee and are currently organizing all of this information into concrete bargaining goals and our Preliminary Submission presentation. Once completed, we will send the Preliminary Submission to ETFO Provincial for approval and then start preparing the Preliminary Submission presentation.
- **November 2022**
 - On November 1-2, I attended ETFO Provincial's Collective Bargaining Conference in Toronto. I was able to attend sessions on the following topics:
 - At the Table: Developing Skills to Present, Strategize and Navigate Challenges at the Bargaining Table
 - Getting Part "No" & Dealing with Difficult People
 - Possible Limits on Freedom of Expression and Social Media Use During Collective Bargaining
 - Dealing with Dissent During Bargaining – Understanding ETFO's Code of Professional Conduct

2.0 Collective Bargaining Chair Update – *continued...*

CUPE Solidary Strike Action

- November 4, CUPE walked off the job to defy and protest the Conservative Government's Bill 28, which infringed CUPE's Constitutional Right to Free and Fair Negotiations. Union Members across the country rallied behind CUPE and directed its Members to support collective job action for protest.
- **December 2022**
 - Once completed, we will send the Preliminary Submission to ETFO Provincial for approval and then start preparing the Preliminary Submission presentation. Our goal is to have ETFO Provincial look at it by the start of January.
 - **Stitt Feld Handy Workshop**
 - From December 6-8, I participated in a workshop specifically for Negotiation put on through Stitt Feld Handy Group and through the Faculty of Law, University of Windsor. This training focused specifically on negotiation skills for Collective Bargaining.
- **February 2023**
 - The Preliminary Submission was submitted to and approved by the Province, so after putting the finishing touches on the presentation the CNGO and I presented the Preliminary Submission at the General Meeting to the membership. It was accepted with a rate of 100%. There was a lot of work that went into the gathering of the information for the presentation by the members of the Collective Bargaining Committee, and the information gathered through the Preliminary Submission was vital in its creation to understand the needs of the membership.
- **April 2023**
 - We finally have bargaining dates with the Board. Our first formal meeting will be on April 25.
- **June 2023**
 - The Local is continuing to bargain with the Board. In addition to the Main Table bargaining dates, we have also met with the Board on three occasions as a working committee on Staffing so that we can bargain improvements in our staffing language.

3.0 Health and Safety

- **October 2022**
 - The Local is continually advocating for the Health and Safety of its Members. In September and during the first week of October, we participated in both the Main Teaching Joint Health and Safety Meeting and the Mutual Concerns Health and Safety Meeting. Some of the concerns we raised were the following:
 - Violence in Schools
 - Controlled Access
 - Limited Access
 - Epi-Pens
 - Water Flushing
 - COVID and Pandemic Responses
 - Emergency Procedures
 - Custodian Shortage

3.0 Health and Safety – *continued...*

- **November 2022**

- On November 7-8, I attended ETFO Provincial's Health and Safety Conference in Toronto. I was able to attend the following topics:
 - Structures of the Joint Health and Safety Committee
 - Workplace Violence
 - Psychosocial Hazards and Workplace Mental Health
 - Intersections of WSIB and Health and Safety

- **January 2023**

- Our Local continues to advocate for improvements in worker Health and Safety. We have been addressing violence in the workplace, the lack of progressive discipline, the cleanliness of schools, COVID Procedures (ensuring that schools still have masks and hand sanitizers), and other concerns. I attended the following sub-committees in January:
 - a. Terms of Reference Sub-Committee
 - b. Violence in the Workplace Sub-Committee
 - c. Emergency Procedures Sub-Committee

- **February 2023**

- Violence is continuing to be the most concerning issue that Members face within Thames Valley. At the Health and Safety Committee, we are working at the Subcommittee level to examine the current procedures that exist and to create a gap analysis to ensure that violence is addressed properly and that the data is being used appropriately reduce violence.
- Sue Varley and I are working on a comprehensive report to present to the Board and the Ministry to identify what needs to be done to work towards the elimination of violence.

- **March 2023**

- We have been addressing violence in the workplace, the lack of progressive discipline, the cleanliness of schools, COVID Procedures (ensuring that schools still have masks and hand sanitizers), and other concerns. We have been working on a Sub-Committee on Violence in the Workplace. At the first meeting, we started doing a gap analysis of the reporting mechanisms to try to identify where areas of improvement could be made in reporting. The end result will be a report with a Recommendation to the Associate Director to address Violence within the schools. The meeting at the start of March was postponed due to the fact that we had a meeting with the Ministry of Labour. The Ministry of Labour is doing a Violence in Schools blitz throughout the Province. In our discussions with the Ministry of Labour, they indicated they were going to go into 10 or so schools to meet with staff randomly to ask about Violence Training, safety plans, reporting mechanisms, and to speak to workers about Violence within the school. They will be targeting several schools that have had high violence reporting rates, but also will be dropping into other schools.

3.0 Health and Safety – *continued...*

- **April 2023**

- In addition to the regular Joint Health and Safety Committee Meeting we met on our Mutual Concerns Health and Safety Meeting with our CUPE Colleagues. Discussions surrounding violence, PPE, students answering phones, and other Health and Safety topics were discussed. Our Violence Sub-Committee Meeting in March was cancelled due to a Ministry of Labour Meeting, and we will meet to continue the conversation about making recommendations to the Board for improvements to address violence.

- **May 2023**

- **Mental Health First Aid**

- Accompanied by Sue Varley, Jennifer Hillner, and Dale Napier, I was able to participate in Mental Health First Aid Basic Training in Owen Sound May 14-16. This opportunity provided us with the ability to support Members in crisis so that we can ensure that they receive appropriate professional resources.

- **June 2023**

- Violence is continuing to be the most concerning issue that members face within Thames Valley. At the Health and Safety Committee, we are working at the Subcommittee level to examine the current procedures that exist and to create a gap analysis to ensure that violence is addressed properly and that the data is being used appropriately reduce violence.
- We are also examining the Emergency Procedures document as it fits into Safe Schools, specifically trying to have the Board address the discrepancies with the Emergency Codes and Limiting Access within buildings.

4.0 Violence Resource Support

- After months of discussion with the Board, we negotiated the creation of a new role to address Violence within schools. Sue Varley will be leading this new position and will be working to support schools with resources, mechanisms, and education on how to reduce violent situations. Specifically, what was agreed to is the following:

Whereas the Parties are subject to a Collective Agreement which contains Article L20.00 – Violence Prevention and Letter of Understanding #6 – Violence in Schools;

Therefore, the Parties agree on a without prejudice and precedent basis that for a one-year period, a teacher be seconded to the Union in the position of ETFO Health and Safety Staff Officer for the purpose of both addressing violence within the elementary schools and supporting the objectives as outlined on the Letter of Understanding #6 from the Collective Agreement.

Specifically, the purpose of this ETFO Health and Safety Staff Officer will be to work collaboratively between the Board and the Union to educate staff, advocate for supports, and develop resources to ensure that all elementary contract teachers are supported when addressing concerns over violence while continuing to provide student support. The specific roles and goals of this ETFO Health and Safety Staff Officer will be the following:

4.0 Violence Resource Support – continued...

- *Liaise with Principals, Staff, and the TVDSB Health and Safety Department to support schools with an increasing trend of violence to discuss creating a plan to mitigate risk.*
- *As requested, work collaboratively with school administrators and TVDSB staff to make recommendations or provide feedback on the health and safety considerations in Management of Aggressive Behaviour plans.*
- *In conjunction with TVDSB's Health and Safety Department, participate in the development of annual training for Principals and Workplace Stewards on topics related to prevention strategies for violence in schools.*
- *Meet regularly with TVDSB's Health and Safety Department to examine the data related to violent incidences at schools with the goal of addressing concerns, providing support, and developing appropriate responses/resources.*
- *Work collaboratively with TVDSB employees whose role is to support the mental well-being of staff and/or students on developing resources for:*
 - *elementary contract teachers who have encountered violent incidents in schools or TVDSB locations*
 - *elementary contract teachers who require support when working with or having been affected by violent/aggressive students*
- *Co-create programming and resources in conjunction with Learning Support Services to support:*
 - *new and experienced educators on how to respond to violent/aggressive situation*
 - *resources for Principals and staff to use that align with Safe Schools Policy and Procedure in eliminating violence in schools*
- *Co-create programs with the TVDSB's Health and Safety Department specifically on how to ensure a safe working environment*

5.0 OTIP Conference

- On September 20 – 21, I attended the OTIP LTD Benefits Conference in Mississauga. I was able to attend sessions on the following topics:
 - Kendal Netmaker: Indigenous Diversity Awareness and Education
 - LTD Plan: A Year in Review
 - Maximizing Your Mental Fitness
 - Gut Health 101: How to Take Care of Your Gut, and Why It Matters
 - Understanding Post Covid-19
 - The Other Side of the Coin – The Employer's Duty to Accommodate
 - Beyond Positive Thinking (Dr. Marie-Helene Pelletier)
 - The 60-Minute Perspective Makeover (Jessica Holmes)
- Coming out of the Conference, we are pursuing Jessica Holmes to have her come to the Local as a guest speaker in a Mental Health Series that we are currently organizing.

6.0 Leadership Conference

- On September 21-22, I attended the ETFO Fall Leadership Conference in Mississauga. The opening evening, the Province had an extremely loud Samba band perform. Karen Brown gave a quick opening address to welcome all the participants. I was able to attend sessions on the following topics:
 - School Violence and WSIB
 - How to Mobilizing Local Members Who Participate in Provincial Events
 - Conflict of Interest

7.0 Representative Council

- On October 18-20, I attended Representative Council in Toronto. During this meeting, we challenged ETFO Provincial to start supporting Members. In particular, we discussed that they need to engage in Collective Bargaining, to focus on the ELHT to ensure that we have benefits moving forward, and stressed upon them that our Members are falling apart due to the extreme violence that is existing in schools.

- Mark and I presented the following motion:

THAT THE REPRESENTATIVE COUNCIL RECOMMEND TO THE EXECUTIVE:
That a comprehensive and multi-year plan to eliminate violence in schools be developed.

- At Representative Council, we presented two motions that were carried:

Motion 11 - Moved by: Michael Thomas, Thames Valley Teacher Local Seconded by: Mark MacLeod, Thames Valley Teacher Local

THAT THE REPRESENTATIVE COUNCIL RECOMMEND TO THE EXECUTIVE THAT:

ETFO develop and post fire safety and emergency plans for each meeting room at ETFO and that these plans be reviewed with participants at the start of each event.

Motion 12 - Moved by: Michael Thomas, Thames Valley Teacher Local Seconded by: Rob Hammond, Near North Teacher Local

THAT THE REPRESENTATIVE COUNCIL RECOMMEND TO THE EXECUTIVE THAT:

A task force of Representative Council be established to examine the issues of violence with the focus of developing a comprehensive plan to address violence.

RATIONALE: No rationale.

- In addition to these motions, we advocated for the Occasional Teacher crisis that exists, the lack of supports for students, the Benefit Plan and the need for increased funding, and asked questions related to the Bargaining Table.
- From May 16- May 18, we represented Thames Valley Teacher Local at Representative Council in Toronto.

8.0 Canadian Labour Congress

- From Sunday, May 7 until Thursday, May 11, I was able to participate in the Canadian Labour Congress in Montreal, Quebec. ETFO had 131 delegates to conference this year. Proposals were discussed to address Labour Shortages, Climate Action Policies, and Indigenous Justice, and Human Rights.

9.0 Provincial Elections

- I have declared my nomination for the Provincial Executive, Open Non-Released Position. The nomination was due April 15, 2023. My nomination has been submitted. This is my 250 word write up that was submitted:

Representing members at the Executive level creates the opportunity to **serve** and **advocate** for the needs of the **entire membership**. It is imperative those elected listen to concerns and have the **courage** to advocate for those needs. During my various roles within the Federation, I have demonstrated a commitment to **servng** the needs of our Education Workers, our Occasional Teachers, and our Contract Teachers.

These experiences have **strengthened** my resolve to continue **servng** on their behalf.

The challenges that our membership face daily, such as violence due to gender discrimination and systemic racism, are devastating our workplaces. Unfilled vacancies, continual attacks on our professionalism, and a lack of appropriate student supports are causing educators an immeasurable amount of stress. Our **priority** needs to be to improve our working conditions, to eliminate violence in schools, and to put the needs of the membership first.

Now is the time to bring our membership **together**, to **engage** each member in order **strengthen** ETFO. Our priority needs to be to actively **mobilize** every ETFO member to ensure **real change**; for our workplaces, within our organization, and to strengthen the values that we hold true for Public Education in Ontario.

86,000 ETFO members look to the Delegates of the Annual Meeting to set the direction for the organization. As an ETFO Executive Member, I will be your **strong voice** and will work to **strengthen ETFO** so that we can become the dominant voice for Public Education in Ontario.

It begins with your vote.

10.0 ETFO Training Sessions, Professional Supports, and Member Engagement

- **Workplace Stewards Training**
 - On September 29, we held an afternoon training session for all our Workplace Stewards. It was held at the Hellenic Centre in London, from 1:00-4:00 p.m. We are focusing on educating our Workplace Stewards and strengthening the role that they play within the Local and at the school level.

10.0 ETFO Training Sessions, Professional Supports, and Member Engagement – continued...

• New Members Event

- On November 1, we hosted a New Members' (hired since 2020-2021 school year). It was well attended with over 160 new Members attending. Topics Included:
 - Central vs Local Bargaining
 - Collective Agreement Highlights
 - Benefits and Resources Available
 - Professional Boundaries and the Need for Vigilance
- We held a second event for New Teachers on December 14. The training focused on welcoming them into ETFO, what the Collective Agreement is, explaining the bargaining process, and what does being in ETFO look like (supports, local leaders, etc.). There are nearly 600 Teachers hired since September 2020, and we have had nearly 200 of these Members attend our 2 training sessions.

• Mental Health

We have planned a Mental Health Night in April. Vice President Hillner has been leading this event. The event has a guest speaker, Jessica Holmes, who will prove to be an entertaining and motivating speaker.

• Social Events

- We held three Social Events for Members to participate in as a means of engaging Members: Family Skate Night, Golf Tournament, London Majors Baseball Game.

• School Visits

- The Released Executives have been visiting schools to talk to Teachers, to engage Members, and to see what sorts of supports/needs the Local can support. We are working to visit every school by mid-year.

11.0 Meetings Attended

August 15	• Annual General Meeting, Westin Harbourfront Toronto
August 16	• Annual General Meeting, Westin Harbourfront Toronto
August 17	• Annual General Meeting, Westin Harbourfront Toronto
August 18	• Annual General Meeting, Westin Harbourfront Toronto
August 31	• Member with Human Resources and Associate Director
September 6	• Executive Committee Meeting
September 9	• Member Representation, Human Resources and Human Rights • Executive Meeting
September 12	• Workplace Stewards' Training Meeting • Collective Bargaining Meeting • Executive Committee Meeting
September 13	• Social Events Planning Meeting • Collective Bargaining Meeting • Labour Management Meeting
September 14	• Religious Instruction Meeting with HR • Member Representation • Human Rights Meeting
September 15	• Collective Bargaining Meeting

September 19	<ul style="list-style-type: none"> • OTIP LTD Conference
September 20	<ul style="list-style-type: none"> • OTIP LTD Conference
September 21	<ul style="list-style-type: none"> • OTIP LTD Conference • ETFO Fall Leadership Conference
September 22	<ul style="list-style-type: none"> • ETFO Fall Leadership Conference
September 26	<ul style="list-style-type: none"> • New Teacher Event Planning Session • Collective Bargaining Committee Meeting • Health and Safety Committee Meeting
September 27	<ul style="list-style-type: none"> • Annual Audit of Summerside P.S. • Executive Committee Meeting
September 28	<ul style="list-style-type: none"> • Joint Teaching Health and Safety Committee Meeting
September 29	<ul style="list-style-type: none"> • Workplace Stewards' Training
October 3	<ul style="list-style-type: none"> • SOSAL – Upper Grand
October 4	<ul style="list-style-type: none"> • Mutual Concerns Health and Safety Committee Meeting • New Teacher Event Update Meeting • Meeting with Health and Safety, New Position
October 5	<ul style="list-style-type: none"> • Education Credit Union, Corporation Business
October 6	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
October 7	<ul style="list-style-type: none"> • Member Representation • Meeting with Member, HR and Administration • Libro, Local Financial Business
October 11	<ul style="list-style-type: none"> • Executive Committee Meeting • Workplace Stewards' Training Review • Member Representation\ • School Visit, Concerns with Previous Administration
October 12	<ul style="list-style-type: none"> • Member Representation, School – Electronic Concerns • Member Representation, HR • School Visit, School Safety Issues
October 13	<ul style="list-style-type: none"> • Stewards' Council Meeting
October 14	<ul style="list-style-type: none"> • Member Representation • Corporation Meeting • Executive Meeting
October 17	<ul style="list-style-type: none"> • School Visit, School of Concern • Meeting with HR • Executive Committee Meeting • Social Event Committee Meeting • Health and Safety Committee Meeting
October 18	<ul style="list-style-type: none"> • School Visit • Representative Council
October 19	<ul style="list-style-type: none"> • Representative Council
October 20	<ul style="list-style-type: none"> • Representative Council
October 21	<ul style="list-style-type: none"> • Member Representation at HR • School Visit
October 24	<ul style="list-style-type: none"> • Executive Committee Meeting
October 25	<ul style="list-style-type: none"> • School Visit • Violence Concerns
October 26	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting

October 27	<ul style="list-style-type: none"> • Member Representation • Member Representation, CAS • Member Representation, CAS • Health and Safety Terms of Reference Meeting
October 28	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • Principal Concerns Meeting with Superintendent
October 31	<ul style="list-style-type: none"> • School Visit, Concerns • Labour Management Meeting • Meeting with Accountant
November 1	<ul style="list-style-type: none"> • New Members' Event • Collective Bargaining Conference, Toronto
November 2	<ul style="list-style-type: none"> • Collective Bargaining Conference, Toronto
November 3	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting at HR, School of Concern
November 4	<ul style="list-style-type: none"> • CUPE Protest Day
November 7	<ul style="list-style-type: none"> • CUPE Protest at Queen's Park • Health and Safety Conference, Toronto
November 8	<ul style="list-style-type: none"> • Health and Safety Conference, Toronto
November 9	<ul style="list-style-type: none"> • Member Representation, HR • Meeting with OSSTF Bargaining
November 10	<ul style="list-style-type: none"> • Member Representation, School • Member Representations at HR: CAS • Discipline Investigation • Executive Meeting
December 19	<ul style="list-style-type: none"> • Member Meeting • Executive Committee Meeting
December 20	<ul style="list-style-type: none"> • Meeting, HR • Labour Management Meeting
December 22	<ul style="list-style-type: none"> • School Visit • School Visit
January 9	<ul style="list-style-type: none"> • Executive Committee Meeting
January 11	<ul style="list-style-type: none"> • School Visit • Joint Report Card Committee Meeting
January 13	<ul style="list-style-type: none"> • School Visit
January 16	<ul style="list-style-type: none"> • Meeting with Grand Erie Local • Executive Committee Meeting • Collective Bargaining Advisory Committee Meeting
January 17	<ul style="list-style-type: none"> • Labour Management Meeting
January 18	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting • School Visit
January 19	<ul style="list-style-type: none"> • Sub-Committee Meeting • Executive Meeting
January 23	<ul style="list-style-type: none"> • Collective Bargaining Review • Executive Committee Meeting • Member Representation, HR

January 25	<ul style="list-style-type: none"> • School Visit • School Visit
January 27	<ul style="list-style-type: none"> • Member Representation Meeting, HR
January 30	<ul style="list-style-type: none"> • School Visit • School Visit • Executive Committee Meeting
January 31	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • School Visit • Representative Council
February 1	<ul style="list-style-type: none"> • Representative Council
February 2	<ul style="list-style-type: none"> • Representative Council
February 3	<ul style="list-style-type: none"> • Member Representation Meeting, HR
February 6	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • School Visit • Executive Committee Meeting
February 7	<ul style="list-style-type: none"> • Member Representation Meeting, HR • Collective Bargaining Preliminary Submission Meeting
February 8	<ul style="list-style-type: none"> • Health and Safety Violence Meeting
February 10	<ul style="list-style-type: none"> • SOSAL Halton
February 13	<ul style="list-style-type: none"> • School Visit X4 • Local Health and Safety Committee Meeting
February 14	<ul style="list-style-type: none"> • School Visit • Joint PD Committee Meeting
February 15	<ul style="list-style-type: none"> • Administrative Placement Discussion, Human Resources • Labour Management Meeting
February 16	<ul style="list-style-type: none"> • Member Representation, HR • Member Representation, Principal and HR at school
February 17	<ul style="list-style-type: none"> • Meeting with Associate Directors (school with extremely violent student)
February 21	<ul style="list-style-type: none"> • Executive Committee Meeting
February 22	<ul style="list-style-type: none"> • Member Representation, HR • Member Representation, HR
February 27	<ul style="list-style-type: none"> • School Visit X2 • Executive Committee Meeting
February 28	<ul style="list-style-type: none"> • School Visit • School Visit
March 2	<ul style="list-style-type: none"> • Health and Safety Meeting with Ministry of Labour, Violence in Schools blitz
March 6	<ul style="list-style-type: none"> • Local Bargaining Meeting and Organizing with CNGO • Executive Committee Meeting
March 7	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting
March 8	<ul style="list-style-type: none"> • School Visit
March 9	<ul style="list-style-type: none"> • Executive Meeting

March 20	<ul style="list-style-type: none"> • Meeting with Hamilton ETFO President • Executive Committee Meeting
March 21	<ul style="list-style-type: none"> • School Visit • Principal of Concern Meeting • Labour Management Meeting
March 22	<ul style="list-style-type: none"> • Health and Safety Meeting, Jeanne Sauvé F.I. P.S.
March 24	<ul style="list-style-type: none"> • Meeting with Provincial Executive Member
March 28	<ul style="list-style-type: none"> • Member Representation
March 29	<ul style="list-style-type: none"> • SOSAL Meeting in Grand Erie
March 30	<ul style="list-style-type: none"> • Meeting with Human Resources
March 31	<ul style="list-style-type: none"> • Member Representation, Human Resources
April 3	<ul style="list-style-type: none"> • Executive Committee Meeting
April 4	<ul style="list-style-type: none"> • Meeting with Member • Health and Safety Mutual Concerns Meeting • Follow Up Meeting with Superintendent Special Education
April 5	<ul style="list-style-type: none"> • Meeting with Regional Local Leader
April 11	<ul style="list-style-type: none"> • Meeting with Regional Local Leader
April 12	<ul style="list-style-type: none"> • Meeting with Member • Member Representation, CAS
April 13	<ul style="list-style-type: none"> • Meeting with ETFO OT Rep, OSSTF Rep (Health and Safety) • Health and Safety Violence Sub-Committee Meeting • Member Representation at Human Resources (CAS, Conduct, CAS)
April 14	<ul style="list-style-type: none"> • Executive Meeting
April 17	<ul style="list-style-type: none"> • Member Representation
April 18	<ul style="list-style-type: none"> • Labour Management Pre-Meeting • Collective Bargaining Meeting • All Candidates Session
April 19	<ul style="list-style-type: none"> • Member Representation
April 20	<ul style="list-style-type: none"> • Labour Management Meeting
April 21	<ul style="list-style-type: none"> • Member Representation with HR • Member Representation with Principal
April 24	<ul style="list-style-type: none"> • Executive Committee Meeting • Local Health and Safety Committee Meeting
April 25	<ul style="list-style-type: none"> • Local Bargaining
April 26	<ul style="list-style-type: none"> • Member Support Meeting • Joint Health and Safety Committee Meeting
April 27	<ul style="list-style-type: none"> • Member Representation • Budget Meeting • Local Annual Meeting
May 1	<ul style="list-style-type: none"> • Budget Committee Meeting • Executive Committee Meeting
May 2	<ul style="list-style-type: none"> • Member Representation • SOSAL
May 3	<ul style="list-style-type: none"> • SOSAL – Greater Essex
May 4	<ul style="list-style-type: none"> • Member Representation • Collective Bargaining Meeting with CB Team • School Visit, Health and Safety Focus

May 5	<ul style="list-style-type: none"> • Golden Horseshoe Health and Safety Conference, Peel
May 7-11	<ul style="list-style-type: none"> • Canadian Labour Congress, Montreal
May 12	<ul style="list-style-type: none"> • Member Representation
May 14-15	<ul style="list-style-type: none"> • Mental Health First Aid, Owen Sound
May 16	<ul style="list-style-type: none"> • Collective Bargaining
May 16-18	<ul style="list-style-type: none"> • Representative Council Meeting
May 19	<ul style="list-style-type: none"> • Member Representation, HR
May 23	<ul style="list-style-type: none"> • Member Representation, HR
May 24	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting • Member Representations
May 25	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Executive Meeting • Meeting with Associate Director and Human Resources • FAM Delegation Meeting
May 29	<ul style="list-style-type: none"> • Executive Committee Meeting
May 30	<ul style="list-style-type: none"> • Table Team Bargaining Organizing Day • Meeting at Board, Human Resources • Steward Plus One Meeting (ETFO Provincial Run)
May 31	<ul style="list-style-type: none"> • Local Collective Bargaining with the Employer
June 1	<ul style="list-style-type: none"> • Sub-Committee to Collective Bargaining Workgroup (Staffing) Meeting • Member Representations at Schools, CAS • Local Annual Banquet
June 5	<ul style="list-style-type: none"> • Executive Committee Meeting • TVDSB Mental Health Subcommittee
June 6	<ul style="list-style-type: none"> • School Visit
June 7	<ul style="list-style-type: none"> • School Visit • Meeting with Superintendent
June 8	<ul style="list-style-type: none"> • Health and Safety Sub-Committee on Violence • Meeting with ETFO Halton
June 12	<ul style="list-style-type: none"> • Member Representation, Human Resources • Meeting with OTF President
June 13	<ul style="list-style-type: none"> • Board of Director's Meeting • Executive Committee Meeting • Meeting with Associate Directors • Joint Professional Development Meeting
June 14	<ul style="list-style-type: none"> • Member Representation, Discipline • Member Representation, CAS • Meeting with Member • Local Leaders' Appreciation Event
June 15	<ul style="list-style-type: none"> • Meeting with Support Staff • Member Representation, School with Administration
June 16	<ul style="list-style-type: none"> • Executive Meeting • ETFO Baseball Event