

VICE PRESIDENT'S REPORT – Dale Napier

1.0 Sick Leave, STD, LTD, and WSIB

- **September 2022**

- 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.
- 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.
- The protocols for COVID and access to quarantine days remain ever changing. The Board as of the PD day in September has removed the quarantine code from TVARRIS. The Local ETFO Executive are looking at having this corrected. At the moment a Teacher who tests positive should enter the absence in TVARRIS as illness and then send an email to medicalnote@tvdsb.ca to inform the Board of their positive COVID status and subsequent need to access quarantine days.
- If a Member is injured at work, they should ask the doctor they are seeing for care to fill out and submit the required WSIB forms.

- **November 2022**

- As there is not an "order" from Ontario Health for people who have COVID to isolate (rather there is a recommendation) there is no longer access to Quarantine days within TVARRIS.

2.0 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 10 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 should be able to view your allotment of sick days, STD days, and top up days within your Employee Portal by clicking on "view my sick leave". This has been delayed this year due to complications with the Board's operating system. At the time of writing this report the Board reported an expected correction on or before Fri Oct 7/22.

3.0 Employee and Family Assistance program (EFAP)

- The service provider for EFAP has switched from Homewood to a new company called LifeWorks. We are updating our website to reflect this change and plan to distribute pamphlets in hard copy at future Member meetings.
- EFAP provides various forms of support for employees including coaching and counselling. To access this support, employees can call 1-844-958-5105 or go to tvdsb.lifeworks.com. Confidentiality is guaranteed within the limits of the law. Please remember to look after yourself, your health, and your family.

4.0 COVID-19 and Associated Protocols and Questions

- **September 2022**

- The Executive continue to work through these unprecedented times with a focus on Member safety and health. Please continue to make your health your priority.
- Teachers can wear a mask if they so choose. The Board has committed to supplying masks and COVID tests.

5.0 Workshops

- Getting Ready to Retire Workshop – Tuesday, October 25, 2022
- Getting Ready to Retire Workshop – Thursday, March 2, 2023
 - The Board would like notification of retirement to occur within the summer months by April 15.

6.0 Social Events

- Thank you to those Members who attended our ETFO Family Skate Night at Storybook Gardens. Despite the cold weather and snowy roads all seemed to have a fun evening with family, friends, and colleagues.
- Many Members participated in our golf tournament on Saturday May 27 held at Echo Valley Golf Course with a 1:30 p.m. shotgun start. The weather was great as was the company, comradery and fun! We are looking to make this an annual event.

7.0 Meetings Attended

July 5	• Political Action Committee
July 6	• Political Action Committee
July 7	• A & W Meeting
July 11	• HR Meeting Regarding Member
July 13	• Member Meeting, LTD
July 20	• A & W Meeting
July 22	• Member Meeting, LTD • Appeal Meeting, OTIP
July 24	• Pride Parade
July 27	• A & W Meeting
August 15	• Federation Annual Meeting
August 16	• Federation Annual Meeting
August 17	• Federation Annual Meeting
August 18	• Federation Annual Meeting
August 23	• A & W Meeting
August 24	• TELC
August 29	• NPAs to EIs
August 31	• Executive Committee Meeting • ETFO Executive/Senior Administration Meeting
September 1	• RTW Meeting
September 5	• HR Meeting • A & W Meeting

September 6	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Meeting • Accommodations Meeting, HR • A & W Meeting • LifeWorks Meeting
September 7	<ul style="list-style-type: none"> • NPAs to EIs
September 8	<ul style="list-style-type: none"> • Member Meeting Regarding Accommodations at School Site
September 9	<ul style="list-style-type: none"> • Budget Committee Meeting • Board of Directors Meeting • Executive Meeting
September 12	<ul style="list-style-type: none"> • Workplace Stewards' Training Work Period • RTW Meeting • Executive Committee Meeting
September 13	<ul style="list-style-type: none"> • Workplace Stewards' Training Organizing Meeting • Pin Ceremony at UWO • Labour Management Meeting • Supporting Associate Teachers Workshop
September 14	<ul style="list-style-type: none"> • Member Meeting
September 15	<ul style="list-style-type: none"> • HR Meeting with Member • Frustration of Contract Discussion
September 16	<ul style="list-style-type: none"> • Service Dog Accommodation Meeting at School Site
September 19	<ul style="list-style-type: none"> • Executive Committee Meeting • NPAs to EIs • A & W Meeting
September 20	<ul style="list-style-type: none"> • OTIP LTD Benefits Workshop
September 21	<ul style="list-style-type: none"> • OTIP LTD Benefits Workshop
September 22	<ul style="list-style-type: none"> • Member Meeting • NPAs to EIs • A & W Meeting
September 23	<ul style="list-style-type: none"> • OT Assessment • School Site Meeting • HR Meeting • Frustration of Contract Discussion
September 26	<ul style="list-style-type: none"> • New Teacher Event Organizing Meeting • CBC Meeting
September 27	<ul style="list-style-type: none"> • Restrictions Review Meeting • Executive Committee Meeting • Field Trip Policy Meeting • OSSTF Meeting

September 28	<ul style="list-style-type: none"> • Accommodations Meeting • NPAs to EIs
September 29	<ul style="list-style-type: none"> • OT Assessment Meeting • Workplace Stewards' Training
September 30	<ul style="list-style-type: none"> • A & W Meeting
October 3	<ul style="list-style-type: none"> • RTW Meeting • Executive Committee Meeting
October 4	<ul style="list-style-type: none"> • HR Meeting at the Board • New Teacher Event Update Meeting • AT Workshop • TELC
October 5	<ul style="list-style-type: none"> • HR Meeting with Member • NPAs to EIs
October 6	<ul style="list-style-type: none"> • A & W Meeting
October 7	<ul style="list-style-type: none"> • NPAs to EIs • TELC
October 11	<ul style="list-style-type: none"> • Executive Committee Meeting • Workplace Stewards' Training Review • AT Workshop
October 12	<ul style="list-style-type: none"> • HR Meeting with Member • NPAs to EIs • HR Meeting
October 13	<ul style="list-style-type: none"> • Member Accommodation Meeting • HR Meeting with Member • Stewards' Council Meeting • A & W Meeting
October 14	<ul style="list-style-type: none"> • TELC Provincial • Corporation Meeting • Executive Meeting
October 17	<ul style="list-style-type: none"> • Frustration of Contract meeting, Board Office • Executive Committee Meeting • Social Events Planning Meeting
October 18	<ul style="list-style-type: none"> • LTD File Review • UWO Boundaries Seminar
October 19	<ul style="list-style-type: none"> • RTW Meeting • A & W Meeting
October 20	<ul style="list-style-type: none"> • ASP Calls and Discussions • School Visit
October 21	<ul style="list-style-type: none"> • RTW Meeting with Occupational Coach • RTW Meeting • NPAs to EIs
October 24	<ul style="list-style-type: none"> • Member Meeting • Executive Committee Meeting • Associate Teacher Workshop
October 25	<ul style="list-style-type: none"> • School Visit • RTW Meeting • ETFO Retirement Planning Workshop

October 26	<ul style="list-style-type: none"> • A & W Meeting • Local TELC
October 27	<ul style="list-style-type: none"> • Member Meeting • LifeWorks (EFAP) Discussion
October 28	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • NPAs to EIs
October 31	<ul style="list-style-type: none"> • School Visit • Labour Management Meeting • Executive Committee Meeting • Member Meeting
November 1	<ul style="list-style-type: none"> • New Members' Event Set Up • New Members' Event
November 2	<ul style="list-style-type: none"> • ETFO Provincial Member Discussion • Member Meeting with HR • OTIP Retirement Workshop
November 3	<ul style="list-style-type: none"> • School Visit • Member Meeting • CUPE Update Meeting with Released Executive • TELC Appreciation Night Discussion Meeting
November 4	<ul style="list-style-type: none"> • A & W Meeting • NPAs to EIs • CUPE Strike Action Participation
November 7	<ul style="list-style-type: none"> • RTW Meeting • Member Meeting, HR • Executive Committee Meeting • CUPE Strike Action Participation
November 8	<ul style="list-style-type: none"> • HR Member Discussion • Frustration of Contract Meeting • School Visit
November 9	<ul style="list-style-type: none"> • School Visit • Associate Teacher Workshop
November 10	<ul style="list-style-type: none"> • Executive Meeting • Human Rights / Social Justice Committee Meeting
November 11	<ul style="list-style-type: none"> • Remembrance Day Ceremony
November 14	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • Executive Committee Meeting
November 15	<ul style="list-style-type: none"> • ETFO Provincial Meeting Regarding Member • Member Phone Meeting
November 16	<ul style="list-style-type: none"> • Member Phone Meeting • CUPE Update Meeting • LTD Meeting • Member Meeting • Member Meeting

November 17	<ul style="list-style-type: none"> • Report Card Survey Review • Member Phone Meeting • Member Meeting
November 18	<ul style="list-style-type: none"> • CUPE Update Meeting • NPAs to EIs • ETFO/Board Discussion • A & W Meeting
November 21	<ul style="list-style-type: none"> • Executive Committee Meeting
November 22	<ul style="list-style-type: none"> • Federation Day • Labour Management Meeting
November 23	<ul style="list-style-type: none"> • NPAs to EIs
November 24	<ul style="list-style-type: none"> • WSIB/RTW Meeting • General Meeting
November 25	<ul style="list-style-type: none"> • A & W Meeting
November 28	<ul style="list-style-type: none"> • School Visit • Executive Committee Meeting • Associate Teacher Workshop
November 29	<ul style="list-style-type: none"> • School Visit • School Visit • Human Rights/Social Justice Committee Meeting
November 30	<ul style="list-style-type: none"> • OTIP Frustration of Contract Discussion • WSIB/RTW Meeting • Pre-Associate Teacher Evening Meeting • Associate Teacher Evening/Workshop
December 1	<ul style="list-style-type: none"> • HR Meeting with Member
December 2	<ul style="list-style-type: none"> • NPAs to EIs
December 5	<ul style="list-style-type: none"> • School Visit • Member Meeting • Member Meeting • Executive Committee Meeting • Member Meeting, Local Office
December 6	<ul style="list-style-type: none"> • School Visit • School Visit • OT Teacher Local Executive Meeting
December 7	<ul style="list-style-type: none"> • NPAs to EIs • Member WSIB/RTW Meeting
December 8	<ul style="list-style-type: none"> • HR Meeting with Member
December 9	<ul style="list-style-type: none"> • A & W Meeting
December 13	<ul style="list-style-type: none"> • A & W Meeting • Workplace Stewards' Meeting
December 14	<ul style="list-style-type: none"> • New Members' Event • NPAs to EIs
December 15	<ul style="list-style-type: none"> • Member Meeting • Local TELC
December 16	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Executive Meeting

December 19	<ul style="list-style-type: none"> • Executive Committee Meeting
December 20	<ul style="list-style-type: none"> • Labour Management Meeting
December 21	<ul style="list-style-type: none"> • A & W Meeting
December 22	<ul style="list-style-type: none"> • NPAs to EIs
December 23	<ul style="list-style-type: none"> • A & W Meeting
January 9	<ul style="list-style-type: none"> • Executive Committee Meeting
January 10	<ul style="list-style-type: none"> • HR Member Meeting
January 11	<ul style="list-style-type: none"> • WSIB Return to Work Meeting • Joint Report Card Committee Meeting
January 12	<ul style="list-style-type: none"> • RTW Meeting • NPAs to EIs
January 13	<ul style="list-style-type: none"> • RTW Meeting • A & W Meeting
January 16	<ul style="list-style-type: none"> • Executive Committee Meeting
January 17	<ul style="list-style-type: none"> • Labour Management Meeting • Member Harassment Meeting/Discussion
January 18	<ul style="list-style-type: none"> • HR Member Meeting
January 19	<ul style="list-style-type: none"> • Executive Meeting
January 23	<ul style="list-style-type: none"> • RTW Meeting • Executive Committee Meeting
January 24	<ul style="list-style-type: none"> • LTD Meeting • Time Allocation Document Meeting
January 25	<ul style="list-style-type: none"> • RTW Meeting • A & W Meeting
January 26	<ul style="list-style-type: none"> • Accommodations Meeting • Budget Meeting • LTD Appeal Meeting
January 27	<ul style="list-style-type: none"> • Member Meeting, HR • NPAs to EIs
January 30	<ul style="list-style-type: none"> • Accommodations Meeting • Executive Committee Meeting • RTW Meeting
January 31	<ul style="list-style-type: none"> • RTW/WSIB Meeting • RTW/WSIB Meeting • TEAC Meeting
February 1	<ul style="list-style-type: none"> • Human Rights Equity Committee Meeting • RTW/Accommodations Meeting • Service Animal Meeting
February 2	<ul style="list-style-type: none"> • Member Harassment Investigation • WSIB/RTW Meeting • A & W Meeting
February 3	<ul style="list-style-type: none"> • TELC, Toronto • ETFO Family Skate Night
February 6	<ul style="list-style-type: none"> • NPAs to EIs • Executive Committee Meeting
February 7	<ul style="list-style-type: none"> • A & W Meeting • Associate Teacher Workshop

February 8	<ul style="list-style-type: none"> • Member Meeting, HR
February 9	<ul style="list-style-type: none"> • Administrative Placement Meeting • Member Meeting, HR
February 13	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • Executive Committee Meeting
February 14	<ul style="list-style-type: none"> • Accommodations Site Review • Human Rights/Social Justice Committee Meeting
February 15	<ul style="list-style-type: none"> • Administrative Transfer Meeting • System Responsibility Meeting • Labour Management Meeting
February 16	<ul style="list-style-type: none"> • HR/Member Meeting • A & W Meeting • General Meeting / Preliminary Submission
February 17	<ul style="list-style-type: none"> • NPAs to EIs
February 21	<ul style="list-style-type: none"> • HR/Member Meeting • Executive Committee Meeting
February 22	<ul style="list-style-type: none"> • A & W Meeting
February 23	<ul style="list-style-type: none"> • NPAs to EIs
February 24	<ul style="list-style-type: none"> • HR/Member Meeting • Local TELC Meeting
February 27	<ul style="list-style-type: none"> • Executive Committee Meeting
February 28	<ul style="list-style-type: none"> • Pinning Ceremony UWO
March 1	<ul style="list-style-type: none"> • A & W Meeting
March 2	<ul style="list-style-type: none"> • ETFO Retirement Planning Workshop
March 3	<ul style="list-style-type: none"> • NPAs to EIs
March 6	<ul style="list-style-type: none"> • Executive Committee Meeting
March 7	<ul style="list-style-type: none"> • A & W Meeting
March 8	<ul style="list-style-type: none"> • NPAs to EIs
March 9	<ul style="list-style-type: none"> • Executive Meeting
March 9	<ul style="list-style-type: none"> • HR/Member Meeting
March 10	<ul style="list-style-type: none"> • RTW Meeting • A & W Meeting • NPAs to EIs
March 20	<ul style="list-style-type: none"> • Executive Committee Meeting
March 21	<ul style="list-style-type: none"> • Labour Management Meeting • Thames Valley Basketball Finals
March 22	<ul style="list-style-type: none"> • RTW Meeting • Standing Committee Discussion • RTW Meeting • 25 Year Celebration • Night of Excellence
March 23	<ul style="list-style-type: none"> • RTW Meeting • A & W Meeting
March 24	<ul style="list-style-type: none"> • NPAs to EIs

March 27	<ul style="list-style-type: none"> • Executive Committee Meeting • RTW Meeting
March 28	<ul style="list-style-type: none"> • A & W Meeting
March 29	<ul style="list-style-type: none"> • Workplace Stewards' Collective Bargaining Update
March 30	<ul style="list-style-type: none"> • LTD Severance Discussion • System Site Administrator Review
March 31	<ul style="list-style-type: none"> • HR/Member Meeting • NPAs to EIs
April 3	<ul style="list-style-type: none"> • ETFO/TVDSB Zoom Meeting • Executive Committee Meeting • Associate Teacher Workshop
April 4	<ul style="list-style-type: none"> • A & W Meeting
April 5	<ul style="list-style-type: none"> • RTW Meeting • RTW Meeting
April 6	<ul style="list-style-type: none"> • NPAs to EIs
April 11	<ul style="list-style-type: none"> • Executive Committee Meeting
April 12	<ul style="list-style-type: none"> • HR/Member Meeting
April 13	<ul style="list-style-type: none"> • A & W Meeting • Wellness Workshop
April 14	<ul style="list-style-type: none"> • Executive Meeting
April 17	<ul style="list-style-type: none"> • Executive Committee Meeting • TELC Associate Teacher Workshop
April 18	<ul style="list-style-type: none"> • Member/HR Meeting • All Candidates Session
April 19	<ul style="list-style-type: none"> • Member/HR Meeting • Time Allocation Document Meeting
April 20	<ul style="list-style-type: none"> • WSIB/RTW Meeting • Labour Management Meeting • Local TELC
April 21	<ul style="list-style-type: none"> • NPAs to EIs • A & W Meeting
April 24	<ul style="list-style-type: none"> • RTW Meeting • Executive Committee Meeting
April 25	<ul style="list-style-type: none"> • Local Bargaining • WSIB/RTW Meeting
April 26	<ul style="list-style-type: none"> • Member Harassment Investigation • Member Meeting
April 27	<ul style="list-style-type: none"> • Local Annual Meeting
April 28	<ul style="list-style-type: none"> • NPAs to EIs • A & W Meeting
May 1	<ul style="list-style-type: none"> • Budget Committee Meeting • Executive Committee Meeting
May 2	<ul style="list-style-type: none"> • Member Meeting • WSIB/RTW Meeting • Member Phone Meeting • RTW Meeting • Assessment and Evaluation Meeting

May 3	<ul style="list-style-type: none"> • Member Harassment Investigation • Associate Teacher Dinner
May 4	<ul style="list-style-type: none"> • RTW Meeting • A & W Meeting • NPAs to EIs
May 5	<ul style="list-style-type: none"> • Provincial TELC
May 7	<ul style="list-style-type: none"> • CLC Convention
May 8	<ul style="list-style-type: none"> • CLC Convention
May 9	<ul style="list-style-type: none"> • CLC Convention
May 10	<ul style="list-style-type: none"> • CLC Convention • Member Phone Meeting
May 11	<ul style="list-style-type: none"> • CLC Convention
May 12	<ul style="list-style-type: none"> • A & W Meeting • NPAs to EIs
May 15	<ul style="list-style-type: none"> • Mental Health First Aid
May 16	<ul style="list-style-type: none"> • Mental Health First Aid
May 17	<ul style="list-style-type: none"> • Member/HR Meeting
May 18	<ul style="list-style-type: none"> • Member/HR Meeting • Why Poverty? Workshop
May 19	<ul style="list-style-type: none"> • Member/HR Meeting • A & W Meeting • NPAs to EIs
May 23	<ul style="list-style-type: none"> • Executive Committee Meeting • Calendar Meeting
May 24	<ul style="list-style-type: none"> • A & W Meeting
May 25	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Executive Meeting • TELC • OTIP Walk Into Retirement Workshop
May 25	<ul style="list-style-type: none"> • HR Meeting with Member
May 26	<ul style="list-style-type: none"> • RTW Meeting • HR Meeting with Member • NPAs to EIs • A & W Meeting
May 27	<ul style="list-style-type: none"> • ETFO Golf Tournament
May 29	<ul style="list-style-type: none"> • Member Meeting at School Site • Executive Committee Meeting
May 30	<ul style="list-style-type: none"> • School Visit • Provincial Stewards Plus One Meeting
May 31	<ul style="list-style-type: none"> • HR Meeting with Member • OTIP Mental Health Seminar • Local Bargaining
June 1	<ul style="list-style-type: none"> • NPAs to EIs • Annual Banquet
June 2	<ul style="list-style-type: none"> • A & W Meeting
June 5	<ul style="list-style-type: none"> • Ergonomic Assessment

June 6	<ul style="list-style-type: none"> • School Visit
June 7	<ul style="list-style-type: none"> • Member Meeting at HR • School Visit
June 8	<ul style="list-style-type: none"> • NPAs to EIs
June 9	<ul style="list-style-type: none"> • A & W Meeting
June 12	<ul style="list-style-type: none"> • Board of Directors Meeting • Executive Committee Meeting
June 13	<ul style="list-style-type: none"> • Board Meeting Regarding Equity • HR Member Meeting
June 14	<ul style="list-style-type: none"> • HR Member Meeting • Local Leaders' Appreciation Dinner
June 15	<ul style="list-style-type: none"> • Executive Emails Meeting • NPAs to EIs • A & W Meeting
June 16	<ul style="list-style-type: none"> • Executive Meeting
June 19	<ul style="list-style-type: none"> • Executive Committee Meeting
June 20	<ul style="list-style-type: none"> • Local Bargaining
June 21	<ul style="list-style-type: none"> • Local Bargaining
June 22	<ul style="list-style-type: none"> • A & W Meeting
June 23	<ul style="list-style-type: none"> • NPAs to EIs
June 26	<ul style="list-style-type: none"> • Executive Committee Meeting
June 27	<ul style="list-style-type: none"> • A & W Meeting
June 28	<ul style="list-style-type: none"> • Executive Retreat
June 29	<ul style="list-style-type: none"> • NPAs to EIs

CHIEF NEGOTIATOR / GRIEVANCE OFFICER – Mark MacLeod

1.0 Collective Bargaining and Collective Agreement (CA)

- **September 2022**

- Your Collective Agreement outlines the terms of your 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. Even though the current Collective Agreement expired on August 31, 2022, the provisions of it still apply. The Collective Bargaining Committee met on April 21 and May 5 to review the All-Member Survey results and provide input into the Local Preliminary Submission.
- The Collective Bargaining Committee convened on September 26 to review a draft version of the Local Preliminary Submission. Presently the Central Table items have been referred to the OLRB to be resolved. As soon as the Central Table items are determined, the TVTL Preliminary Submission will be updated and submitted to the Deputy General Secretary for approval. Once approved, the next step will be to have an All-Member Meeting to present the Preliminary Submission and to seek the approval of the membership.

- **November 2022**

- The Local was able to resolve the Parent/Teacher Interview Day grievance the was filed last year and have been in discussions with the Board on a number of other issues. As well, the local filed grievance on preparation payback and the pivot to online learning.

- **December 2022**

- Locally we have been preparing for bargaining for some time, have used the results of the Local Bargaining Survey from last year to create our draft version of a Preliminary Submission that has been submitted to ETFO Provincial outlining our Local Bargaining Goals. It is expected that the Preliminary Submission will be approved by the ETFO Deputy General Secretary. Once that occurs, there will be an All-Members Meeting early in 2023 where the Preliminary Submission will be presented to the membership and at that time the Local will be seeking approval of the Local Bargaining Goals which will frame this round of local bargaining.

- **February 2023**

- At the General Meeting held on February 16, the Preliminary Submission was presented to the membership and it was unanimously accepted by all those in attendance. The Local has proposed dates with the Board to commence Local Bargaining and we await a response from the employer.

- **March 2023**

- On March 8, the Local proposed close to 30 dates with the Board to commence Local Bargaining and at the time of authoring this report, we have been able to secure 5 bargaining dates.
- On March 29, Workplace Stewards were invited to a meeting to provide an update on Central and Local Bargaining and to discuss the current climate concerning Collective Bargaining.

1.0 Collective Bargaining and Collective Agreement (CA) – *continued...*

- **May 2023**

- The Local has met twice already with the Board (April 25 and May 16) and exchanged initial proposals while conducting some housekeeping tasks within the Collective Agreement. We continue to advocate on your behalf to improve the working conditions of ETFO TVTL Members. We will return back to the table on May 31, June 20 and June 21.

2.0 Grievance and Arbitration Updates

- **September 2022**

- The Local continues to advocate on behalf of the membership when there are violations of the Collective Agreement. On September 19 the Local met with the Board to present 7 grievances from June and September. All Members are reminded to contact the Local if they feel the Collective Agreement has been violated.

- **December 2022**

- The Local was able to resolve the Parent/Teacher Interview Day grievance that was filed last year and have been in discussions with the Board on a number of other issues. As well, the Local filed on the Pivot to Online learning and sick leave grievances.

3.0 Meetings Attended

June 23	<ul style="list-style-type: none"> • Meeting with HR Superintendent • Meeting with CB Officer
June 24	<ul style="list-style-type: none"> • Meeting with HR Manager
June 27	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Meeting
June 28	<ul style="list-style-type: none"> • Meeting with HR Superintendent
June 29	<ul style="list-style-type: none"> • Executive Committee Meeting
July 4	<ul style="list-style-type: none"> • Meeting with HR Superintendent • Meeting with CB Officer
July 5	<ul style="list-style-type: none"> • Queen's Park Ceremony
July 6	<ul style="list-style-type: none"> • Meeting with HR Manager
July 8	<ul style="list-style-type: none"> • Meeting with Member
August 4	<ul style="list-style-type: none"> • Interviews
August 15	<ul style="list-style-type: none"> • Federation Annual Meeting
August 16	<ul style="list-style-type: none"> • Federation Annual Meeting
August 17	<ul style="list-style-type: none"> • Federation Annual Meeting
August 18	<ul style="list-style-type: none"> • Federation Annual Meeting
August 29	<ul style="list-style-type: none"> • Executive Committee Meeting
August 31	<ul style="list-style-type: none"> • Executive Committee Meeting • Interviews • Meeting with HR Superintendent and Associate Directors
September 6	<ul style="list-style-type: none"> • Executive Committee Meeting
September 7	<ul style="list-style-type: none"> • Meeting with CB Officer

September 9	<ul style="list-style-type: none"> • CN SOSAL • Budget Committee Meeting • Board of Directors Meeting • Executive Meeting
September 12	<ul style="list-style-type: none"> • Workplace Steward Training Planning Meeting • Collective Bargaining Planning Meeting • Executive Committee Meeting
September 13	<ul style="list-style-type: none"> • Member Meeting with HR • Collective Bargaining Meeting • Labour Management Meeting
September 14	<ul style="list-style-type: none"> • Meeting with Associate Director and HR • Meeting with Member
September 15	<ul style="list-style-type: none"> • Meeting with CB Officer – Frustration of Contract
September 16	<ul style="list-style-type: none"> • Collective Bargaining Meeting • Workplace Steward Training Planning Meeting • Meeting with HR Superintendent
September 19	<ul style="list-style-type: none"> • Grievance Presentations • Executive Committee Meeting
September 20	<ul style="list-style-type: none"> • Meeting with CB Officer
September 21	<ul style="list-style-type: none"> • ETFO Fall Leadership Training
September 22	<ul style="list-style-type: none"> • ETFO Fall Leadership Training
September 23	<ul style="list-style-type: none"> • Member Meeting
September 26	<ul style="list-style-type: none"> • New Teacher Event Planning Meeting • Executive Committee Meeting • CBC Meeting – Draft Preliminary Submission
September 27	<ul style="list-style-type: none"> • Report Card Committee Meeting • Meeting with Area Superintendent • Meeting with OSSTF
September 28	<ul style="list-style-type: none"> • Meeting with CB Officer
September 29	<ul style="list-style-type: none"> • Workplace Stewards’ Training
September 30	<ul style="list-style-type: none"> • Meeting with CB Officer • Member Meeting
October 3	<ul style="list-style-type: none"> • Executive Committee Meeting
October 4	<ul style="list-style-type: none"> • New Teacher Event Planning Meeting • Member Meeting
October 5	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
October 6	<ul style="list-style-type: none"> • Interviews
October 7	<ul style="list-style-type: none"> • CN SOSAL – Waterloo
October 11	<ul style="list-style-type: none"> • Meeting with OSSTF • School Meeting
October 12	<ul style="list-style-type: none"> • Meeting with CB Officer • School Visit • Committee Night

October 13	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • Executive Committee Meeting – Report Card Meeting • Meeting with Provincial • Stewards’ Council Meeting
October 14	<ul style="list-style-type: none"> • Corporation Meeting • Executive Meeting
October 17	<ul style="list-style-type: none"> • School Visit • Executive Committee Meeting • Meeting with HR • School Visit
October 18	<ul style="list-style-type: none"> • Meeting with CB Officer • 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"> • Meeting with HR • School Visit
October 24	<ul style="list-style-type: none"> • Executive Committee Meeting • New Members’ Event Planning
October 26	<ul style="list-style-type: none"> • Member Meeting
October 27	<ul style="list-style-type: none"> • Meeting with HR
October 28	<ul style="list-style-type: none"> • School Visit
October 31	<ul style="list-style-type: none"> • Labour Management Meeting • Executive Committee Meeting
November 1	<ul style="list-style-type: none"> • New Members’ Event • CB Conference Toronto
November 2	<ul style="list-style-type: none"> • CB Conference Toronto
November 3	<ul style="list-style-type: none"> • School Visit • Executive Committee Meeting • Meeting with HR
November 4	<ul style="list-style-type: none"> • CUPE Picket Lines
November 7	<ul style="list-style-type: none"> • CUPE Protest • Executive Committee Meeting
November 8	<ul style="list-style-type: none"> • School Visit
November 9	<ul style="list-style-type: none"> • School Visit • Meeting in HR
November 10	<ul style="list-style-type: none"> • Grievance Meetings • Executive Meeting
November 11	<ul style="list-style-type: none"> • Remembrance Day Ceremony – St. Thomas
November 14	<ul style="list-style-type: none"> • Executive Committee Meeting
November 15	<ul style="list-style-type: none"> • Meeting with CB Officer
November 16	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • Executive Committee Meeting • School Visit

November 17	<ul style="list-style-type: none"> • Report Card Survey Meeting • Interviews
November 18	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with HR Superintendent
November 21	<ul style="list-style-type: none"> • Executive Committee Meeting
November 22	<ul style="list-style-type: none"> • Interviews • Labour Management Meeting
November 24	<ul style="list-style-type: none"> • Interviews • Meeting with Associate Director/HR Superintendent • General Meeting
November 25	<ul style="list-style-type: none"> • Meeting with CB Officer
November 28	<ul style="list-style-type: none"> • Executive Committee Meeting • Member Meeting
November 29	<ul style="list-style-type: none"> • Report Card Meeting • Joint PD Meeting
November 30	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
December 1	<ul style="list-style-type: none"> • Meeting with Member
December 2	<ul style="list-style-type: none"> • CN SOSAL - Waterloo
December 5	<ul style="list-style-type: none"> • Executive Committee Meeting • CB Workshop – Stitt Feld Handy Group - Halton
December 6	<ul style="list-style-type: none"> • CB Workshop – Stitt Feld Handy Group – Halton
December 7	<ul style="list-style-type: none"> • CB Workshop – Stitt Feld Handy Group – Halton
December 8	<ul style="list-style-type: none"> • CB Workshop – Stitt Feld Handy Group - Halton
December 9	<ul style="list-style-type: none"> • Meeting with Superintendent – School Year Calendar
December 13	<ul style="list-style-type: none"> • Workplace Stewards' Meeting
December 14	<ul style="list-style-type: none"> • New Members' Event
December 16	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • 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
December 21	<ul style="list-style-type: none"> • Meeting with CB Officer
December 22	<ul style="list-style-type: none"> • School Visit
January 9	<ul style="list-style-type: none"> • Executive Committee Meeting
January 10	<ul style="list-style-type: none"> • Meeting with Member
January 11	<ul style="list-style-type: none"> • School Visit • Joint Report Card Committee Meeting
January 12	<ul style="list-style-type: none"> • Meeting with CB Officer – Preliminary Submission
January 13	<ul style="list-style-type: none"> • CN SOSAL
January 16	<ul style="list-style-type: none"> • Meeting with CN – Grand Erie Local • Executive Committee Meeting
January 17	<ul style="list-style-type: none"> • Labour Management Meeting • Interviews
January 18	<ul style="list-style-type: none"> • School Visit • Meeting with CB Officer

January 19	<ul style="list-style-type: none"> • Support Staff Interviews • ETFO Provincial Special Meeting with Local Presidents and CN/GOs, Toronto
January 20	<ul style="list-style-type: none"> • Meeting with HR
January 23	<ul style="list-style-type: none"> • Collective Bargaining / Preliminary Submission Review • Executive Committee Meeting
January 24	<ul style="list-style-type: none"> • Meeting with Member
January 25	<ul style="list-style-type: none"> • Collective Bargaining / Preliminary Submission Review
January 27	<ul style="list-style-type: none"> • Meeting with CB Officer • Arbitration Preparation Meeting with Member
January 30	<ul style="list-style-type: none"> • School Visit • Budget Meeting • Executive Committee Meeting • School Visit
January 31	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • School Visit
February 1	<ul style="list-style-type: none"> • Representative Council, Toronto
February 2	<ul style="list-style-type: none"> • Representative Council, Toronto
February 3	<ul style="list-style-type: none"> • CN SOSAL • Meeting with HR
February 6	<ul style="list-style-type: none"> • Executive Committee Meeting
February 7	<ul style="list-style-type: none"> • Preliminary Submission Review
February 9	<ul style="list-style-type: none"> • Meeting with HR
February 10	<ul style="list-style-type: none"> • Executive Meeting
February 13	<ul style="list-style-type: none"> • Executive Committee Meeting
February 14	<ul style="list-style-type: none"> • OLRB Mediation
February 15	<ul style="list-style-type: none"> • Meeting in HR, Placements • Labour Management Meeting • Grievance Presentations
February 16	<ul style="list-style-type: none"> • General Meeting/Preliminary Submission
February 17	<ul style="list-style-type: none"> • Meeting with Associate Directors
February 21	<ul style="list-style-type: none"> • Executive Committee Meeting
February 22	<ul style="list-style-type: none"> • Meeting with Member
February 23	<ul style="list-style-type: none"> • Meeting with CB Officer
February 27	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • Executive Committee Meeting
February 28	<ul style="list-style-type: none"> • School Visit • School Visit
March 1	<ul style="list-style-type: none"> • Member Meeting
March 2	<ul style="list-style-type: none"> • Member Meeting • Retirement Planning Workshop
March 3	<ul style="list-style-type: none"> • CN SOSAL

March 6	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Superintendent of Special Education
March 7	<ul style="list-style-type: none"> • Meeting with Member
March 8	<ul style="list-style-type: none"> • School Visit • Grievance Presentations
March 9	<ul style="list-style-type: none"> • Executive Meeting
March 13-17	<ul style="list-style-type: none"> • March Break
March 20	<ul style="list-style-type: none"> • Meeting with CN-HWETFO • Executive Committee Meeting
March 21	<ul style="list-style-type: none"> • School Visit • Labour Management Meeting
March 22	<ul style="list-style-type: none"> • 25 Year Celebration
March 23	<ul style="list-style-type: none"> • Meeting with CB Officer
March 27	<ul style="list-style-type: none"> • Executive Committee Meeting
March 28	<ul style="list-style-type: none"> • Meeting with HR
March 29	<ul style="list-style-type: none"> • Workplace Stewards' Collective Bargaining Meeting
March 30	<ul style="list-style-type: none"> • Meeting with Legal Counsel • Meeting with Associate Directors
March 31	<ul style="list-style-type: none"> • Meeting with CB Officer
April 3	<ul style="list-style-type: none"> • Meeting with Associate Directors and HR • Executive Committee Meeting
April 4	<ul style="list-style-type: none"> • Member Meeting
April 5	<ul style="list-style-type: none"> • Meeting with CN
April 6	<ul style="list-style-type: none"> • Meeting with HR
April 11	<ul style="list-style-type: none"> • Meeting with CN Halton • Executive Committee Meeting
April 12	<ul style="list-style-type: none"> • Meeting with HR
April 13	<ul style="list-style-type: none"> • Wellness Workshop
April 14	<ul style="list-style-type: none"> • CN SOSAL • Executive Meeting
April 17	<ul style="list-style-type: none"> • Executive Committee Meeting
April 18	<ul style="list-style-type: none"> • Local Bargaining Preparation • Meeting with Collective Bargaining Table Team • All Candidates Session
April 19	<ul style="list-style-type: none"> • Local Bargaining Preparation
April 20	<ul style="list-style-type: none"> • Meeting with HR • Labour Management Meeting • Grievance Presentation
April 21	<ul style="list-style-type: none"> • Local Bargaining Preparation
April 24	<ul style="list-style-type: none"> • Collective Bargaining Table Team Meeting • Executive Committee Meeting
April 25	<ul style="list-style-type: none"> • Local Bargaining
April 26	<ul style="list-style-type: none"> • PSAC Picket Line • Meeting with CB Officer, Legal Counsel and Member
April 27	<ul style="list-style-type: none"> • 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"> • Meeting with HR
May 3	<ul style="list-style-type: none"> • SOSAL
May 4	<ul style="list-style-type: none"> • Collective Bargaining Table Team Meeting • Meeting with Accountant • School Visit
May 5	<ul style="list-style-type: none"> • Arbitration
May 7-12	<ul style="list-style-type: none"> • Canadian Labour Congress Convention
May 15	<ul style="list-style-type: none"> • Executive Committee Meeting
May 16	<ul style="list-style-type: none"> • Local Bargaining
May 17	<ul style="list-style-type: none"> • Representative Council
May 18	<ul style="list-style-type: none"> • Representative Council
May 19	<ul style="list-style-type: none"> • Meeting with CB Officer
May 23	<ul style="list-style-type: none"> • Calendar Planning Meeting • Executive Committee Meeting
May 24	<ul style="list-style-type: none"> • Grievance Presentations
May 25	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Executive Meeting • FAM Delegation Meeting
May 26	<ul style="list-style-type: none"> • Meeting with CB Staff Officer
May 27	<ul style="list-style-type: none"> • ETFO Golf Tournament
May 29	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with HR
May 30	<ul style="list-style-type: none"> • Collective Bargaining Table Team Meeting • Provincial Steward Plus One Meeting
May 31	<ul style="list-style-type: none"> • Local Bargaining
June 1	<ul style="list-style-type: none"> • Annual Banquet
June 2	<ul style="list-style-type: none"> • CN SOSAL
June 5	<ul style="list-style-type: none"> • Executive Committee Meeting
June 6	<ul style="list-style-type: none"> • School Visit
June 7	<ul style="list-style-type: none"> • School Visit
June 8	<ul style="list-style-type: none"> • Meeting with CN Halton
June 12	<ul style="list-style-type: none"> • Board of Directors Meeting • Executive Committee Meeting
June 13	<ul style="list-style-type: none"> • Collective Bargaining Table Team Meeting
June 14	<ul style="list-style-type: none"> • Local Leaders' Appreciation Dinner
June 15	<ul style="list-style-type: none"> • Meeting
June 16	<ul style="list-style-type: none"> • Executive Committee Meeting
June 19	<ul style="list-style-type: none"> • Collective Bargaining Table Team Meeting
June 20	<ul style="list-style-type: none"> • Local Bargaining
June 21	<ul style="list-style-type: none"> • Local Bargaining
June 22	<ul style="list-style-type: none"> • SOSAL
June 23	<ul style="list-style-type: none"> • SOSAL
June 26	<ul style="list-style-type: none"> • Executive Committee Meeting
June 27	<ul style="list-style-type: none"> • Meeting with York CN
June 28	<ul style="list-style-type: none"> • Executive Committee Meeting



**2911 Bateman Trail
London, Ontario
Phone: 519-474-3150
www.etfothamesvalley.com**