

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: December 3, 2021
Regarding: Weekly Update (13)

This has been a particularly difficult week for many Teachers, Students, and Parents.

Our hearts go out to the family of the young student who so tragically lost her life as a result of a horrific motor vehicle accident on Tuesday, November 30, 2021. To the Teachers at her school, and to the Teachers connected to students at other schools who were injured in this event, please know that we are here for you at this most difficult time.

Vaccination

The Government announced yesterday that the age restriction for those eligible to receive the third vaccine booster has been lowered to 50. Registration opens at 8:00 a.m. on Monday, December 13, 2021.

Accompanying Documents

Links to the following documents accompany this Communiqué:

- December 6 **Communiqué**
- ETFO General Secretary/Deputy Minister of Education Meeting Summary

Communication Protocol

Teachers are reminded that the communication protocol (CA LOU 7, Communication Protocol) **commences** on Friday, December 3 at 6:00 p.m. and **ends** on Sunday, December 5 at 6:00 p.m.

It is the duty of the Local to:

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are vigorously enforced.
- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

For more information regarding this **Communiqué**, please contact the Local office by email at etfotvtl@etfothamesvalley.com or by phone at 519-474-3150.

c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer
Linda Nicholls, Human Resources Superintendent

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: December 10, 2021
Regarding: Weekly Update (14)

Accompanying Documents

Links to the following documents accompany this Communiqué:

- ETFO Provincial Letter to Ontario College of Teachers (OCT) and Minister of Education (MOE) regarding OCT's Sexual Abuse Prevention Program (SAPP)
- Report Card Update Dec 10, 2021

Communication Protocol

Teachers are reminded that the communication protocol (CA LOU 7, Communication Protocol) **commences** on Friday, December 10 at 6:00 p.m. and **ends** on Sunday, December 12 at 6:00 p.m.

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Linda Nicholls, Human Resources Superintendent

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: December 17, 2021
Regarding: Weekly Update (15)

"It is a fair, even-handed, noble adjustment of things, that while there is infection in disease and sorrow, there is nothing in the world so irresistibly contagious as laughter and good humour."

Charles Dickens, A Christmas Carol

This has been a very challenging school year so far. As we all approach a well-deserved break, you are thanked for your professionalism and grace under pressure.

Have a safe and peaceful holiday.

School Closures Due to Covid-19

Given the recent surge in Covid-19 cases, a number of schools have been closed to students and have pivoted to remote teaching and learning.

Some reminders:

- The first day of the pivot is asynchronous.
- The second day of the pivot is synchronous, following the usual school timetable
- Teachers work from school.
- Teachers who have been directed to isolate by the Health Unit (HU) will be covered by an Occasional Teacher and are released from all duties until there is a negative test clearing them for return.
- Principals should be granted access to the learning platform to admit Occasional Teachers and support Teachers as required.
- Occasional Teachers will assume the teaching responsibilities for the day and adopt the schedule of the Teacher replaced. This includes posting information on the learning platform and activities for students to do.
- Given that an Occasional Teacher may not know what to post, Administrators are required to support the Occasional Teacher in posting to the platform.

Teachers with questions or concerns about school closures due to Covid-19 should contact the Local office directly.

Travel

The Government of Canada is advising that Canadians avoid non-essential travel outside of Canada. A link to the Government of Canada website accompanies this weekly update.

Communication Protocol

Teachers are reminded that the communication protocol (CA LOU 7, Communication Protocol) **commences** on Friday, December 17 at 6:00 p.m. and **ends** on Sunday, January 2 at 6:00 p.m.

It is the duty of the Local to:

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are vigorously enforced.
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Elizabeth Kettle, ETFO Provincial CB Staff Officer
Linda Nicholls, Human Resources Superintendent

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: December 31, 2021
Regarding: Weekly Update (16)

"Mismanagement and grief: We must suffer them all again."

WH Auden, September 1, 1939

To begin, profound apologies for interrupting this well-deserved break.

Yesterday, the Chief Medical Officer of Health (CMOH) announced that students would return to school on Wednesday, January 5.

At this point we understand that Teachers will work from home on Monday, January 3 and Tuesday, January 4. On these days there will be absolutely **NO** asynchronous or synchronous teaching and learning.

As Teachers are no longer identified as essential workers, access to RAT/PCR tests is limited.

Teachers will be provided the option of wearing Board-supplied N95 masks.

More detailed information will be shared in the days ahead.

It is now abundantly clear that the Ford government has given up the fight against COVID-19 and has thrown in the towel when it comes to a collective commitment to the safety of Teachers and Students. ETFO TVTL will continue to fight on behalf of Teachers and the Students in our care.

For your information, Premier Ford can be contacted by phone at 416-325-1941 (Queen's Park) or 416-745-2859 (Constituency Office).

Ernie Hardeman MPP (Oxford) can be contacted by phone at 519-537-5222.

Monte McNaughton MPP (Lambton Kent Middlesex) can be contacted by phone at 519-627-1015.

Jeff Yurek MPP (Elgin Middlesex London) can be contacted by phone at 519-631-0666.

Teachers are reminded of the following:

- Use TVARRIS Code Quarantine if experiencing COVID-19 symptoms.
- Teachers should use sick days for their intended purpose and can access up to ten (10) consecutive sick days without provision of medical documentation.
- Under the Occupational Health and Safety Act (OHSA), Teachers have the right to refuse unsafe work, without fear of retribution or reprisal.

School and Classroom Closures Due to COVID-19

Some reminders regarding the pivot to remote teaching and learning:

- The first day of the pivot is asynchronous.
- The second day of the pivot is synchronous, following the usual school timetable
- Teachers work from school.
- Teachers isolating due to COVID-19 symptoms should use TVARRIS Code Quarantine. Teachers are released from all duties during the quarantine period and should expect to have the absence covered by an Occasional Teacher.
- Principals should be granted access to the learning platform to admit Occasional Teachers and support Teachers as required.
- Occasional Teachers will assume the teaching responsibilities for the day and adopt the schedule of the Teacher replaced. This includes posting information on the learning platform and activities for students to do.
- Given that an Occasional Teacher may not know what to post, Administrators are required to support the Occasional Teacher in posting to the platform.

Teachers with questions or concerns about school closures due to COVID-19 should contact the Local office directly.

Communication Protocol

Teachers are reminded that the communication protocol remains in effect until Sunday, January 2 at 6:00 p.m.

It is the duty of the Local to:

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- Ensure that the provisions of the **Occupational Health and Safety Act** are vigorously enforced.
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- Communicate with Teachers in a clear, concise, and timely manner.

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c. *ETFO TVTL Released Officers*
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Elizabeth Kettle, ETFO Provincial CB Staff Officer
Linda Nicholls, Human Resources Superintendent

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: January 6, 2022
Regarding: Weekly Update (17)

As Teachers prepare for the pivot to virtual teaching and learning, a reminder of what synchronous learning is, as outlined by TVDSB Associate Director Riley Culhane (who is the boss of your supervisor's supervisor).

“It is important to note that synchronous learning may include times where the teacher is available online, but where students are working independently or in small groups (e.g., consolidation tasks such as practice questions, case studies, writing tasks, preparing a presentation, etc.)”

This expectation has **not** changed from last year. It does **not** mean you are on camera for 225 minutes, just that you **are** available to your students like normal. Follow your **current** timetable and post it to your learning platform for parents to see. If your Principal/Vice Principal is telling you something different then they are wrong.

Teacher Professional and Personal Expectations

Elementary Teachers are right to have expectations of their employer and its agents, namely that:

- We will be treated like adults, not regarded as children.
- We are recognized as professionals employed by the Board, not property owned by it.
- We know what we're doing.
- Our time and personal space will be respected.
- We are thanked for our good work.
- We neither need nor appreciate being micro-managed.
- We should not be expected to say yes to everything.
- When we say no, we mean it.
- Ask less of us and you will get more.
- We will be spoken to politely and that we will hear the words please and thank you a lot.

Government MPP Phone Numbers

We're sure that these folks are eager to hear what people think. Grumpy parent? Share these numbers with them and let them go straight to the source of their problems.

- Premier Doug Ford MPP (Etobicoke North), 416-325-1941 (Queen's Park)
- Ernie Hardeman MPP (Oxford), 519-537-5222
- Monte McNaughton MPP (Lambton Kent Middlesex), 519-627-1015
- Jeff Yurek MPP (Elgin Middlesex London), 519-631-0666

Opposition MPP Phone Numbers

These folks are eager to help. Their numbers can be shared too.

- Peggy Sattler MPP (London West), 519-657-3120
- Teresa Armstrong MPP (London Fanshawe), 519-668-1104
- Terence Kernaghan MPP (London North Centre), 519-432-7339

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect **from** Friday, January 7 and 6:00 p.m. **until** Sunday, January 9 at 6:00 p.m.

It is the duty of the Local to:

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are vigorously enforced.
- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Here we go again. Thank you for your consummate professionalism and hard work.

For more information regarding this **Communiqué**, please contact the Local office by email at efotvtl@efothamesvalley.com or by phone at 519-474-3150.

c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer
Linda Nicholls, Human Resources Superintendent

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: January 14, 2022
Regarding: Weekly Update (18)

Education Minister Stephen Lecce announced that schools will reopen to in person teaching and learning on Monday, January 17.

Active Screening

TVDSB Director Mark Fisher made the following statement during an interview on CBC Radio:

“The biggest thing is active screening. Every day, staff and students will be required to complete an updated screening tool. And, really, the difference is if you have even one symptom you are **required to isolate** for between five and 10 days, depending on your vaccination status. Not only you, but also members of your family.”

In the absence of testing and reporting, Teachers are advised to:

- Follow the direction of the CMOH and the Director of Education and isolate/quarantine (full pay without deduction of sick days) if experiencing one (1) or more symptoms of COVID-19.
- Plan for one (1) day of instruction prior to the quarantine period, during which you are released from all teaching duties.
- Return to work when symptom free.

Health and Safety

KN95 masks will be provided by the employer to Teachers who choose to wear them. It is not mandatory that Teachers do so.

Report immediately any and all violations of Health and Safety protocols to the ETFO Local office.

Return to In-Person Teaching and Learning

The pivot back to in-person teaching and learning has been made unduly complicated and confusing by both the Ministry of Education and the School Board.

Accompanying this weekly update is the LSS memo to Elementary Administrators regarding “learning model options.”

Advice to Teachers:

- Focus must be on the students who have returned to in-person learning.
- Teachers are **not** to be creating a hybrid model of teaching and learning.
- A link to **TVO Learn** accompanies this update. It can be posted to the learning platform and will provide parents with a wide range of Ministry-approved grade-appropriate asynchronous activities for all elementary students.

Government MPP Phone Numbers

We're sure that these folks are happy to hear what people think. The government governs by public opinion polling, so give them a call and share with them your perspective.

- Premier Doug Ford MPP (Etobicoke North), 416-325-1941 (Queen's Park)
- Ernie Hardeman MPP (Oxford), 519-537-5222
- Monte McNaughton MPP (Lambton Kent Middlesex), 519-627-1015
- Jeff Yurek MPP (Elgin Middlesex London), 519-631-0666.

Please note that Mr. Yurek is resigning his seat at the end of February. From March through until the writs are issued dissolving provincial parliament before the June 2 general election, the constituency will be represented by the Speaker of the House, Ted Arnott MPP (Wellington Halton Hills). His phone number is 416-325-3880.

Opposition MPP Phone Numbers

These folks are eager to help and have been, and continue to be, fiercely supportive of Teachers and public education.

- Peggy Sattler MPP (London West), 519-657-3120
- Teresa Armstrong MPP (London Fanshawe), 519-668-1104
- Terence Kernaghan MPP (London North Centre), 519-432-7339

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect **from** Friday, January 14 and 6:00 p.m. **until** Sunday, January 16 at 6:00 p.m.

It is the duty of the Local to:

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- Communicate with Teachers in a clear, concise, and timely manner.

Thank you for your consummate professionalism and hard work as we pivot back to in-person teaching and learning.

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To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: January 21, 2022
Regarding: Weekly Update (19)

A bumpy week and a less than smooth return to in-person teaching and learning.

Active Screening

In the absence of testing and reporting, Teachers are advised to:

- Use the TVDSB Daily Screener to determine if you are clear to work.
- Isolate/quarantine (full pay without deduction of sick days) if experiencing one (1) or more symptoms of COVID-19.
- Plan for one (1) day of instruction prior to the quarantine period, during which you are released from **all** teaching and supervisory duties.
- Return to work when symptom free.

Planning During Prolonged Absence

In response to a question regarding responsibility for planning during a prolonged absence, Associate Director for Learning Support Services had this to say:

"Thanks for the email. You are correct. The teacher who is away provides plans for the **first** day they are absent. This becomes a challenge when a different OT comes in for day 2 and so on. Ultimately, it's the OT that is responsible for planning the day however, we do know that many schools team members do offer support in these situations so that there is some continuity of learning for the students. The teacher who is away should **not** be contacted for additional work. We will be clarifying this with our schools and providing our OTs with some additional resources to support lesson plan development."

To be clear, Principals answer to the Associate Director of Learning Support Services. This response is not open to individual interpretation.

Learning Models

Accompanying this update is the TVDSB Learning Model memo dated January 13, 2022.

Please note that **Option A** and the posting of asynchronous work for absent students **expires** at the end of the school day on Friday, January 21.

Option B commences January 24 and involves the adjudicated placement of students in virtual classrooms, who will be taught by Teachers in virtual teaching assignments, until the end of the school year.

Option C commences January 24 and ends February 18 and is supported directly by Teachers in Learning Support Services.

The focus for Teachers in schools must continue to be students who are present for in-person learning.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect **from** Friday, January 21 and 6:00 p.m. **until** Sunday, January 23 at 6:00 p.m.

It is the duty of the Local to:

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- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Teachers are thanked for the hard work and forbearance. A particular shout out to Workplace Stewards and Health and Safety Representatives for the important work you do in our schools and worksites.

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To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: January 24, 2022
Regarding: Short Term Virtual Learning (STVL) Update

Accompanying this update is the January 13 Board memo to Elementary Administrators regarding learning model options.

ETFO and the Board reviewed this memo in detail on several occasions. We did so to ensure that our mutual understanding of expectations was clear. ETFO then shared advice with Teachers based on our common understanding of things.

The Board decided to withhold important information regarding STVL, which has caused real confusion for Teachers.

ETFO expects to meet with the Board to review this matter, yet again. It is incumbent on the Board to clean up the mess they created.

In the meantime, Teachers are advised of the following:

- Focus on the students present at school for in-person teaching and learning.
- Record the attendance of those students who are supposed to be at school for in-person teaching and learning.
- Refrain from posting asynchronous materials on the learning platform until this matter is resolved.

For more information regarding this **Communiqué**, please contact the Local office by email at effotvtl@etfothamesvalley.com or by phone at 519-474-3150.

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: January 26, 2022
Regarding: **Short-Term Virtual Learning (STVL) Update (2)**

ETFO TVTL and TVDSB Senior Administration met this afternoon to discuss the Short-Term Virtual Learning program and the posting of asynchronous activities to learning platforms.

Present at the meeting for the Board were Associate Directors Riley Culhane, Jeff Pratt, Human Resources Superintendent Linda Nicholls. Present at the meeting for ETFO TVTL were President Craig Smith, First Vice President Mike Thomas, and Chief Negotiator/Grievance Officer Mark MacLeod.

There was a full and frank discussion of the workload issues and concerns regarding the STVL and the posting of asynchronous activities to learning platforms.

The parties have agreed to meet again tomorrow to continue discussions. The goal is to develop a common message, rooted in common understandings, that address serious workload issues.

In the meantime, Teachers are advised to hang tight and to continue to use professional judgment in all matters regarding the teaching and learning of students in our care.

It is our understanding that a similar message is being sent to Elementary Administrators and that there is to be **no** collection of names for the purposes of discipline.

For more information regarding this *Communiqué* please contact the Local office by phone at 519-474-3150, or by email at etfotvtl@etfothamesvalley.com

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: January 28, 2022
Regarding: Weekly Update (20)

Another challenging week in the world of in-person teaching and learning. No less challenging in the world of virtual teaching and learning. We persevere.

Asynchronous Activities/Short Term Virtual Learning (STVL)

Accompanying this weekly update is a link to the joint ETFO TVTL/TVDSB memo regarding asynchronous activities, and STVL, that was emailed yesterday to all Elementary Teachers, Administrators, Area Superintendents, and LSS staff.

Teacher professional judgement, which is embedded in the Collective Agreement, now drives the posting of asynchronous activities to learning platforms.

Who does what with regard to parents and students currently enrolled in the STVL has been clarified. Please note the following:

- Once a student returns to in-person learning they have exited the STVL program and cannot return to it.
- The STVL program ends on Friday, February 18.
- We will meet with the employer next week to discuss what Monday, February 21 might look like.

The joint ETFO TVTL/TVDSB memo replaces the ETFO Communiqué dated Monday, January 24.

We are in the process of drafting a grievable letter of understanding that will govern the application of the joint memo, without precedent or prejudice, until the end of the 2021-2022 school year.

The brief pause on posting asynchronous activities was intended to force a conversation with the Board to address the specific issues and crushing workload concerns. Collectively Teachers made this happen. Thank you. We all carry on with the good fight.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect from Friday, January 28 and 6:00 p.m. until Sunday, January 30 at 6:00 p.m.

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- Communicate with Teachers in a clear, concise, and timely manner.

Enjoy the weekend. Stay well.

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To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: February 4, 2022
Regarding: Weekly Update (21)

Another interesting week in Valley. A veritable jamboree of surprises.

Supervision and the Collective Agreement

On the issue of supervision, the Collective Agreement is crystal clear. Supervision is hard capped at a maximum of eighty (80) minutes in a five-day cycle and is pro-rated to FTE.

- Teachers cannot be asked, cajoled, or coerced into providing supervision in excess of the hard cap maxima outlined in the Collective Agreement.
- Teachers must not volunteer to provide supervision beyond the hard cap maxima in the Collective Agreement.

Violations of the Collective Agreement must be reported to the ETFO Local office immediately.

Student Attendance and the Education Act

Teachers are responsible for taking the attendance of students on their roll, and for reporting attendance to the school office.

The duty to follow up questionable absences and/or chronic student absences rests squarely with the school Principal and/or Attendance Counsellor under the statutory provisions of the **Education Act**. These duties cannot be given to or taken up by Teachers.

Report Cards

TVDSB made the decision to delay the distribution of report cards until February 18. The reason given was to lighten the workload of Principals. Clearly this message was not well received by Teachers, who were given no such similar consideration.

In accordance with the Collective Agreement, Teachers will make report card corrections for grammar and spelling only, until Monday, February 7. After that date, Teachers will only receive report cards for signature.

Bill 115 Remedy

Accompanying this weekly update are links to Justice Lederer's ruling and an FAQ from ETFO Provincial. Details regarding the specifics of the ruling will be shared with all Teachers soon.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect from Friday, February 4 and 6:00 p.m. until Sunday, February 6 at 6:00 p.m.

It is the duty of the Local to:

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To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: February 11, 2022
Regarding: Weekly Update (22)

We've pushed our way through another week. In a rather bleak world, Teachers are the brightest point for a thousand miles.

Absenteeism Versus Absences Allowable Under the Collective Agreement

Absenteeism refers to **the habitual non-presence of an employee at their job**. Habitual non-presence extends beyond what is deemed to be within an acceptable realm of days away from the office for legitimate causes such as scheduled vacations, occasional illness, and family emergencies.

Teachers are **not** engaged in absenteeism. Many Teachers are absent because they are Covid symptomatic/sick, or are accessing other days for their intended purpose, as per the provisions of the Collective Agreement.

Absenteeism is used pejoratively by the Ford government with deliberate purpose and nefarious intent, to blame Teachers and other education workers for school closures.

This kind of language and behavior has come to be expected from a government that hates Teachers, does not care about students, and is actively dismantling public education in the province.

Grievance Update

The Local continues to advocate vigorously on behalf of Teachers when there are violations of the Collective Agreement.

This week alone, the Local filed policy grievances on violations related to staffing and report cards.

Last month, President Craig Smith and Chief Negotiator /Grievance Officer Mark MacLeod engaged in lengthy discussions with the employer and were able to resolve the following eight (8) outstanding grievances: Notification and Confirmation of Assignments, Medical Procedures - COVID Screening, Staffing Postings, Staff Meetings (2), ESL Positions, Pandemic Staffing Process, and Temporary Letters of Approval.

All Teachers are reminded to contact the Local office immediately if any of the provisions of the Collective Agreement are violated.

Report Card Extension for Principals

The following message, a glitter bomb if there ever was one, was sent to parents regarding the Board's arbitrary decision to delay the distribution of Term 1 Reports:

Dear Families,

Please note that in an effort to ensure that proper attention is given to reporting your child's achievement while managing the complexities of a pandemic, your child's Term 1 Report Card will be sent home on February 18th, one week later than originally planned. Individual Education Plans (IEPs) will also be posted to the Parent Portal and/or sent home on this same date. In-Person Learning students will bring their report cards home from school. Virtual Learning students will have their reports mailed to their homes on the same date.

To be clear, the decision to delay report card distribution was made by the Board to lighten the workload of Principals. No such similar consideration was given to Teachers.

Teachers have done the hard work and have submitted reports on time, exercising professional judgement, in accordance with the provisions of the Collective Agreement. That the Board and its agents have proven incapable of doing so is of great concern.

The Collective Agreement has been violated by this action and a grievance is being filed accordingly.

Extracurricular Activities

The Collective Agreement says very clearly that Teacher participation in extracurricular activities is voluntary. Teachers should not be pestered, cajoled, bribed, coerced, or guilted into undertaking activities which are voluntary and done on their personal time.

March Break and Teacher Personal Time

The Board, as an employer, has no claim on the personal time of Teachers. It is not appropriate for the employer to presume that they do. Teachers are professionals, not property.

- Teachers are under no obligation to disclose vacation plans, so don't be compelled to do so.
- Teachers should follow current public health guidelines as determined by the Government of Canada, the Government of Ontario, and local public health units.
- Teachers should, when returning to work, complete the screener and follow the instructions given and access the required days for their intended purpose, as per the provisions of the Collective Agreement.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect **from Friday, February 11 at 6:00 pm until Sunday, February 13 at 6:00 pm.**

It is the duty of the Local to:

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are vigorously enforced.

- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Enjoy the weekend. Stay well.

For more information regarding this **Communiqué**, please contact the Local office by email at effotvtl@effothamesvalley.com or by phone at 519-474-3150.

- c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer
Linda Nicholls, Human Resources Superintendent

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: February 18, 2022
Regarding: Weekly Update (23)

The **Family Day Weekend** is upon us. In other news, **Christmas Break** for Premier **Doug Ford** and his government ends on Tuesday, February 22. Welcome back, Doug.

There are **104** days until the provincial general election.

Wear **Red 4 Ed** on Fridays.

School Closures Not Related to Covid-19/Staff Absences

It is understood that Teachers, using **professional judgement**, post open-ended **asynchronous** activities for students. This is direction from the Board. Teachers should follow direction in this regard. **No more. No less.**

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect **from** Friday, February 18 at 6:00 pm **until** Monday, February 21 at 6:00 pm.

It is the duty of the Local to:

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are vigorously enforced.
- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Stay well. Enjoy the Family Day Weekend.

For more information regarding this **Communiqué**, please contact the Local office by email at effotvtl@effothamesvalley.com or by phone at 519-474-3150.

c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer
Linda Nicholls, Human Resources Superintendent

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: February 25, 2022
Regarding: Weekly Update (24)

Another week has come and gone.

There are **97** days until the provincial general election.

Wear **Red 4 Ed** on Fridays.

Inclement Weather

Teachers are reminded to follow the provisions of the Collective Agreement, in particular Articles L15.10 and L11.04, Act of Nature, regarding inclement local weather.

Bill 115 Remedy

Information regarding Bill 115 Remedy is posted on the ETFO Provincial website at etfo.ca.

Collective Agreement Highlight – Grievance/Arbitration

Grievances are a normal part of the administration of collective agreements in unionized workplaces. There is no secret about this, nor is there any great mystery regarding the operation of the established grievance/arbitration process, which is embedded in the Collective Agreement.

Collective Agreement Article L 38.12, Grievance Definition, states the following:

A grievance shall be defined as any question, dispute or difference of opinion involving the interpretation, application, administration or alleged violation of any term, provision or condition of this Agreement, including the question of whether a matter is arbitrable.

Collective Agreement Article L38.05, Policy Grievance, states that both the Union and the Board have the right to file grievances.

All violations of the Collective Agreement must be reported to the Local office.

Teacher Personal Time

The Board, as an employer, has no claim on the personal time of Teachers. It is not appropriate for the employer to presume that they do. Teachers are professionals, not property.

- Teachers are under no obligation to disclose off-duty plans, so do not be compelled to do so.
- Teachers should follow current public health guidelines as determined by the Government of Canada, the Government of Ontario, and local public health units.

- Teachers should complete the Board screener and follow the instructions given. Teachers should access days, as required (Quarantine, Sick, Care, etc.) for their intended purpose, as per the provisions of the Collective Agreement.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect **from** Friday, February 25 at 6:00 pm **until** Sunday, February 27 at 6:00 pm.

It is the duty of the Local to:

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are vigorously enforced.
- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Stay well. Enjoy the weekend.

For more information regarding this **Communiqué**, please contact the Local office by email at etfotvl@etfothamesvalley.com or by phone at 519-474-3150.

- c. *ETFO TVTL Released Officers*
Terry Card, President, ETFO Thames Valley Occasional Teacher Local
Elizabeth Kettle, ETFO Provincial CB Staff Officer
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