

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: March 3, 2022
Regarding: Weekly Update (25)

Tuesday March 8 is International Women's Day.

There are **90** days until the provincial general election.

Wear **Red 4 Ed** on **Fridays**.

Donation

The ETFO Thames Valley Teacher Local made a donation, in the amount of \$3600.00, to the **Canadian Red Cross Ukraine Humanitarian Crisis Appeal**. ETFO Provincial will match this donation dollar for dollar.

Teachers interested in finding out more about the **Canadian Red Cross Ukraine Humanitarian Crisis Appeal** can visit the Canadian Red Cross website at redcross.ca.

Professional Activity Day

Teachers are reminded that Friday's Professional Activity Day is in-person at school.

Collective Agreement Highlight – Teaching Assignments

It is the duty of the Principal to assign Teachers to teaching positions within the school/work site. This must be done in accordance with the Human Rights Code, Education Act, and the provisions of the Collective Agreement. The staffing process is transparent. Teachers may request that the reason(s) for any assignment changes by the Principal be put in writing.

- Teachers will receive their assignments by April 15th (Collective Agreement Article L23.20).
- Teachers who indicate their Intent to Retire the following school year, on the Teacher Preference Form, will be given the same assignment as their current position. The Intent to Retire option may only be accessed once.
- Teachers in the same assignment for ten (10) or more years will not be moved from their current assignment without conversations well in advance of the April notification date. Any change in assignment, of more than two (2) grade levels, will require justification and the Teacher may identify barriers to the proposed new assignment. If the presented assignment is not agreed upon, the Teacher will contact the Local and the Principal will contact their Superintendent and Human Resources to review the situation. If the present position of that Teacher is subsequently posted in the Staffing Rounds, the Teachers has the first right of refusal to that assignment.

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, March 4 at 6:00 pm **until** Sunday, March 6 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.

Thank you for your diligence and consummate professionalism. One week to go until March Break. Enjoy the weekend.

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: March 11, 2022
Regarding: Weekly Update (26)

Mask mandates have been revoked effective March 21, 2022. Cohort and physical distancing requirements are also revoked effective March 21, 2022. In addition, the Section 22 Order requiring disclosure of vaccination status and mandatory testing are revoked effective March 14, 2022.

March Break is upon us.

There are 83 days until the provincial general election.

Wear **Red 4 Ed** on **Fridays**.

Collective Agreement Highlight – Preparation Time (CA Article L17.04)

Preparation time shall be used for professional activities, **as determined by the teacher**, and shall be assigned only during the instructional day.

It is understood that preparation time shall be **free from supervisory, teaching, or other assigned duties** within the instructional day.

Leave Requests

Teachers are reminded that requests for long term leaves of absence without pay must be submitted to the Board by March 15 (CA Article L15.16).

Teachers applying to participate in the Deferred Salary Leave Plan must make written application to the Superintendent of Human Resources or designate on or before March 15 (CA Article L16.00).

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 during the March Break, **from** Friday, March 11 at 6:00 pm **until** Sunday, March 20 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.

Thank you for all your good work. Enjoy a well-deserved rest this March Break. 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: March 21, 2022
Regarding: Weekly Update (27a)

Mask wearing in schools is now voluntary for Teachers and Students.

ETFO, the Ontario Science Advisory Table, and numerous pediatric health organizations, share the perspective that lifting masking requirements in schools is premature and should be reconsidered by the government and boards of education.

Masks, and other personal protective equipment, will continue to be provided by the employer to all school staff.

Accompanying this Communiqué is a link to ETFO Provincial's legal perspective on masking in schools. There are 73 days until the provincial general election.

Wear **Red 4 Ed** on **Fridays**.

Communication Protocol

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

Thank you for all your good work. Teachers lead best when they lead by example.

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

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: March 25, 2022
Regarding: Weekly Update (27b)

There are 69 days until the provincial general election.

Wear **Red 4 Ed** on **Fridays**.

Collective Agreement Highlight – Inclement Weather Supervision Plans

All schools/worksites must have in place inclement weather supervision plans that are in compliance with Collective Agreement Article L17.06, Supervision.

Given that there are now no restrictions regarding cohorts and physical distancing, now is a good time for inclement weather supervision plans to be reviewed and revised accordingly.

Questions regarding all supervision issues should be referred to the Local office as soon as possible.

Political Action

A Political Call to Action is being set up on the ETFO Thames Valley Teacher Local website. Election-related information will be posted there for all Teachers.

Communication Protocol

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

Thank you for all your good work.

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

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: April 1, 2022
Regarding: Weekly Update (28)

There are 62 days until the provincial general election.

Wear **Red 4 Ed** on **Fridays**.

The Ontario government's Science Advisory Table advises that we are currently in a sixth COVID-19 wave.

This might be a good time for the powers that be to revisit masking requirements in schools, as has been suggested by the Ontario Science Advisory Table, numerous pediatric health organizations, and ETFO Provincial.

Staffing

A reminder that all teaching assignments will be determined by the Principal, that written notification and confirmation of assignment for the following school year (i.e. subject area and grades) shall be provided by April 15, and that Teachers **will** be provided with a draft timetable and supervision schedule by the last school day in June (Collective Agreement Article L 23.20).

Voluntary Surplus Declaration forms must be submitted to the Principal by April 17 (Collective Agreement Article L24.04).

Collective Agreement Highlight – Personal Information

A Teacher's primary non-medical personnel file is maintained in the TVDSB Human Resources Department. A Teacher shall be provided with a copy of **all** materials in their personnel file upon request and at **no** cost (Collective Agreement Articles L37.03 and L37.04).

Teachers are reminded that staffing season is a good time to review their school file, which must contain the Teacher's certificate of registration, employee number, data required for completing Ministry of Education reports, most recent Teacher Performance Appraisal summative report, and the current Annual Learning Plan (Collective Agreement Article L37.06).

Teachers cannot be denied access to the school file, and a review of the school file shall take place at a time mutually agreed to by the Teacher and Principal.

There must be **no** personal medical information placed in either the personnel or school file.

Questions regarding any personnel or school file issues should be referred to the Local office as soon as possible.

Political Action

A Political Call to Action is being set up on the ETFO Thames Valley Teacher Local website. Election-related information will be posted there for all Teachers. This will include, but is not limited to:

- Elections Ontario and Voter Registration.
- Political Party websites.
- Political Party platforms.
- ETFO Local and Provincial election-related information and resources.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, April 1 at 6:00 pm **until** Sunday, April 3 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 and have a good 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

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: April 8, 2022
Regarding: Weekly Update (29)

There are 55 days until the provincial general election.

Wear **Red 4 Ed** on **Fridays**.

Advice from Public Health Units

Both the Middlesex-London Health Unit and Southwest Public Health strongly recommend wearing masks while in public indoor spaces.

Teachers are encouraged to follow public health recommendations.

The Government of Ontario should implement a mass rapid rollout of fourth vaccine boosters, made readily available to those who choose to receive them.

School Closures

TVDSB has temporarily closed two (2) schools to in person learning and pivoted them to online learning. It has been made clear to the powers that be, and the media, that these closures are the result of teacher absences caused by COVID-19 and **not** because of deliberately chronic staff absenteeism.

Collective Agreement Highlight – Administrator Assignments

Effective January 2021, the Board will provide the Local with the Administrator assignments for the following September school year by May 1 (Collective Agreement Article L40.01, Administrator Assignments). This is new collective agreement language secured in the last round of local bargaining.

Political Action

Teachers will note that the Political Call to Action on the ETFO Thames Valley Teacher Local website now includes links to the following:

- Elections Ontario.
- Websites of political parties currently represented in the legislative assembly.
- ETFO Provincial's Building Better Schools platform.

EQAO (May 19 - June 2, 2022)

At the April staff meeting the Board presented a slide show related to EQAO. Within that slideshow there was reference to timelines, some sample questions, and links to further training. ETFO initiated discussions with the Board holding the stance that if training is required to administer and deliver EQAO the employer should provide this time and not expect teachers to undertake this on their own personal time. To this end the Board has committed more time dedicated to EQAO training to occur at the May staff meeting. The Board indicates that this training time will be sufficient for a Teacher to be able to administer and deliver the EQAO program without the Teacher having to commit to participating in or viewing any other

webinars/videos etc. ETFO recognizes the value of the precious commodity of time. Teachers are thanked for all their hard work and ongoing support of student learning.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, April 8 at 6:00 p.m. **until** Sunday, April 10 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.

Stay well and have a good weekend.

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

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: April 13, 2022
Regarding: Weekly Update (30)

There are 50 days until the provincial general election.

Wear **Red 4 Ed** on **Fridays**.

Public Health Update

Throughout the pandemic ETFO has advised that Teachers should follow the advice of public health. Given the government's removal of most public health protections regarding COVID-19, the current advice from the Chief Medical Officer of Health and Local Medical Officers of Health is to strongly encourage the wearing of masks when in indoor settings, like schools.

ETFO strongly encourages Teachers to follow the advice of the Chief Medical Officer of Health, and Medical Officers of Health, by wearing masks when in indoor settings, like schools.

Collective Agreement Highlight – Classroom Changes

Collective Agreement Article L17.17 says this about classroom changes:

Teachers who are **required** to move **within** the school site or to **another** school, the Teacher **will be** provided coverage by an **Occasional Teacher**, for the transition (e.g. packing, unpacking, classroom set up, etc.). Two (2) days **are** available to the Teacher for this purpose.

- A change in assignment should not and does not automatically equate to a change in classroom.
- Principals should work hard to avoid unnecessary classroom changes, and focus on only those changes that are unavoidable and/or required by the Board.
- A plan should be in place to manage classroom changes that ensure minimal disruption at the school/worksites.
- Students should **never** be used as workers. The use of child labour is a **violation** of international law (International Labour Organization [ILO] Convention 138 on the Minimum Age for Admission to Employment).
- Classroom changes should be completed before the end of the school year.

Political Action

Teachers will note that the Political Call to Action on the ETFO Thames Valley Teacher Local website has been updated.

Members of the Local Executive, Regional Captains, Political Action, Status of Women, and Human Rights and Social Justice Committees, will participate in regional organizing training on April 19. The ETFO Provincial Stewards+1 organizing event will take place virtually on May 4.

Notification of Assignment and Voluntary Surplus Declaration

Teachers are reminded that written notification of assignment (grade and subject) **must** be given by **Thursday, April 14, 2022**.

Voluntary surplus declaration forms must be submitted to the Principal by the end of the school day on **Tuesday, April 19**.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Thursday, April 14 at 6:00 p.m. **until** Monday, April 18 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 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 and enjoy a well-deserved break this Easter long weekend.

For more information regarding this **Communiqué**, please contact the Local office by email at effotvtl@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

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: April 28, 2022
Regarding: Weekly Update (32)

April 28 is the **National Day of Mourning**, when we collectively remember workers who lost their lives on the job.

There are 34 days until the provincial general election.

Wear **Red 4 Ed** on **Fridays**.

Political Action Update

The Ford Conservative government will present a budget on Thursday April 28. It appears that they will then prorogue the legislature, and then issue the writs of election on or before May 4. Election Day is Thursday, June 2.

A link to the ONDP Election Platform has been posted on the Local website. The election platforms of the other political parties will be posted as soon as they are made public.

ETFO Member and MPP **Terence Kernaghan** will open his campaign office on Saturday, April 30 at 1:00 p.m. The office is located at 868 Dundas Street (Dundas/Ontario Street) and all are welcome to attend.

May 1 Province-wide Day of Action for a Better Ontario

The Ontario Federation of Labour (OFL) is organizing a **Day of Action for a Better Ontario** on Sunday, May 1 from 12:30 p.m. – 2:00 p.m. at Victoria Park in London. Look for the red ETFO TVTL flags. All are welcome to attend.

A link to the OFL website accompanies this Communiqué.

Collective Agreement Highlight – C2.00, Scope and Recognition

Collective Agreement Article L2.00 states the following:

The Board shall continue to make every reasonable precaution for the health and safety of its Teachers under the terms of the Occupational Health and Safety Act.

New language, secured ETFO TVTL in the last round of local collective bargaining, states the following:

It is recognized that Teachers should not have to be subject to violence, threats of violence, profane or insulting statements and/or similar conduct from staff, students, and members of the school community.

It is agreed that the Board and the Local shall cooperate to prevent violence in the workplace.

Letter of Understanding 6, Violence in Schools, provides a framework of action to help reduce violence within schools, which is a top priority of ETFO TVTL.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from Friday, April 29 at 6:00 p.m. until Sunday, May 1 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.

Thank you for all that you do. Have a good weekend. Stay well.

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

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: May 6, 2022
Regarding: Weekly Update (33)

There are 26 days until Election Day (E-26). Election Day is June 2.

Wear **Red 4 Ed** on **Fridays**.

This week the Government of Ontario, the Ministry of Education, and School Boards across the province, celebrated Education Week. It should be noted that for Teachers every week is Education Week.

Political Action Update

A link to the **Weekly Political Action Update (1)** accompanies this Communiqué.

EQAO Training

The following statement is taken directly from the Board minutes of the March 23, 2022 ETFO/TVDSB Labour Management Meeting:

“EQAO training – staff meeting prior to administration of tests, guide/training shared with all staff. April staff meeting has EQAO on the agenda, which would align with previous years. Virtual students will attend home school to take tests in person. Not counted against results if virtual students don’t complete the test.

Action: Linda confirmed with Riley 30 minutes is being provided at the April staff meeting for all staff to receive training. Additional time can be offered at the May staff meeting for those staff members administering the assessment.”

This was the agreement hammered out by ETFO Local and the Board, who failed to, or had no actual intention of communicating it to the system.

Any violations of Collective Agreement provisions, regarding preparation time and supervision, must be reported to the Local office immediately and will be grieved.

Violence in Schools

There is increasing public attention being paid to the issue of violence in elementary schools and worksites.

New scopal language in the Collective Agreement, and a related grievable letter of understanding, require the Board to work with ETFO Local to develop and implement plans that will reduce violence in elementary schools and worksites.

It is not helpful when the TVDSB Superintendent responsible for Safe Schools and Mental Health, makes public a statement that students and staff are dysregulated. This is a terrible and inappropriate thing to say, implies that classrooms are out of control because Teachers are out of control, and is tantamount to gaslighting.

What is needed is a concrete plan of action that has at its core zero tolerance of violence, not Board bromides, glitter bombs, and gobbledygook.

Collective Agreement Highlight - Report Cards

Collective Agreement Article L17.16, Report Cards states the following:

For these Professional Activity Days designated for assessment, evaluation and report card writing Teachers will have the option to work remotely.

This new Collective Agreement language was secured in the last round of local bargaining prior to the first pandemic lockdown.

Teachers may work remotely at home on these days. No permission is required to do so.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, May 6 at 6:00 p.m. **until** Sunday, May 8 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 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.

Teachers continue to do amazing things in the face of trying circumstances. Thank you for all you do. Enjoy the weekend. Stay well.

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

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: May 13, 2022
Regarding: Weekly Update (34)

There are 20 days until Election Day (E-20). Election Day is June 2.

Wear **Red 4 Ed** on **Fridays**.

Political Action Update

A link to the **Weekly Political Action Update (2)** accompanies this Communiqué.

Violence in Schools

There were 478 reported acts of violence in schools in April 2022.

Collective Agreement Highlight - Report Cards

There are rumours circulating that some Principals are telling Teachers they must work from school on June 3, the PA Day designated for assessment, evaluation and report card writing.

Collective Agreement Article L17.16, Report Cards, is clear that Teachers will have the option to work remotely on this PA Day. **No** permission is required to do so.

The Local Collective Bargaining (CB) Table Team worked hard to secure this new language, which constitutes a curtailment of management rights. Teachers must **not** be cajoled or coerced into violating the terms of the collective agreement, nor should they be impeded in any way from exercising their rights under it.

Violations of the collective agreement **must** be reported to the Local office immediately

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, May 13 at 6:00 p.m. **until** Sunday, May 15 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 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

"The Collective Agreement is the rule book, not a guidebook."

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: May 20, 2022
Regarding: Weekly Update (35)

There are 13 days until Election Day (E-13). Election Day is June 2.

Wear **Red 4 Ed** on **Fridays**.

Political Action Update

The ETFO Thames Valley Teacher Local Executive has voted to endorse the following candidates in the upcoming Provincial Election:

- Terence Kernaghan NDP (London North Centre)
- Peggy Sattler NDP (London West)
- Teresa Armstrong NDP (London Fanshawe)
- Lindsay Wilson NDP (Oxford)
- Vanessa Benoit NDP (Lambton-Kent-Middlesex)
- Andy Kroeker NDP (Elgin-Middlesex-London)

More information will be shared with all Teachers in **Political Action Update (4)**.

A link to the **Weekly Political Action Update (3)** accompanies this **Communiqué**.

Collective Agreement Highlight - Report Cards

Workplace Stewards are asked to remind Principals of the new collective agreement language regarding report card writing.

Collective Agreement Article L17.16, Report Cards, is clear that Teachers will have the option to work remotely on this PA Day. **No** permission is required to do so.

The Local Collective Bargaining (CB) Table Team worked hard to secure this new language, which constitutes a curtailment of management rights. Teachers must **not** be cajoled or coerced into violating the terms of the collective agreement, nor should they be impeded in any way from exercising their rights under it.

Violations of the collective agreement **must** be reported to the Local office immediately.

Collective Bargaining

The Collective Agreement outlines the terms of your employment with the Thames Valley District School Board. The Collective Bargaining Committee was convened on February 23, 2022 and at that meeting Michael Thomas was elected CBC Chair and Marnie Meloche elected as secretary. The Local CB survey was sent to members prior to March Break and the results of the survey are now being processed. The Collective Bargaining Committee was convened on April 21 and May 5 to review those results and provide input into the local preliminary submission.

Grievance and Arbitrations

The Local continues to advocate on behalf of the membership when there are violations of the Collective Agreement. Since April 1, 2022 the Local has filed six (6) grievances surrounding preparation time, staffing, abuse of management rights and EQAO Training. The Local has been in constant contact with the Board about unfilled vacancies and how Fail to Fills are impacting school programming and their employee's well-being. All ETFO members are reminded to use the Missed Preparation Time Tracking form that has been sent out previously to ensure all entitlements are being met. All members are reminded to contact the Local if they feel the Collective Agreement has been violated.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, May 20 at 6:00 p.m. **until** Monday, May 23 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 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.

Happy Victoria Day. 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.

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: May 27, 2022
Regarding: Weekly Update (36)

There are 6 days until Election Day (E-6). Election Day is June 2.

Wear **Red 4 Ed** on **Fridays**.

Upcoming Election Events

ONDP Leader Andrea Horwath will be at the ETFO Thames Valley Teacher Local Office (2911 Bateman Trail in London) at 1:15 p.m. on Sunday, May 29 as part of her Whistle Stop Tour. All are welcome to attend. A registration link to the event accompanies this **Communiqué**.

RSVP LINK: [Meet & Greet with Andrea Horwath in London « Ontario NDP](#)

ETFO Member and incumbent NDP candidate Terence Kernaghan (London North Centre) is in a tight race and would warmly welcome volunteers to help out in the final days of the election campaign. A volunteer registration link to his campaign also accompanies this **Communiqué**.

To Volunteer for London North Centre NDP please sign up using the following link.

<https://volunteer.ontariondp.ca/LNC/>

Political Action Update

The ETFO Thames Valley Teacher Local Executive voted to endorse the following candidates in the upcoming Provincial Election:

- Terence Kernaghan NDP (London North Centre)
- Peggy Sattler NDP (London West)
- Teresa Armstrong NDP (London Fanshawe)
- Lindsay Wilson NDP (Oxford)
- Vanessa Benoit NDP (Lambton-Kent-Middlesex)
- Andy Kroeker NDP (Elgin-Middlesex-London)

More detailed information is included in the **Political Action Update (4)**.

Collective Agreement Highlight - Report Cards

Teachers are once again reminded of the new collective agreement language regarding report card writing.

Collective Agreement Article L17.16, Report Cards, is clear that Teachers will have the option to work remotely on this PA Day. **No** permission is required to do so.

The Local Collective Bargaining (CB) Table Team worked hard to secure this new language, which constitutes a curtailment of management rights. Teachers must **not** be cajoled or coerced into violating the terms of the Collective Agreement, nor should they be impeded in any way from exercising their rights under it.

Violations of the collective agreement **must** be reported to the Local office immediately.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, May 27 at 6:00 p.m. **until** Sunday, May 29 at 6:00 p.m.

A link to the Board's new **Disconnecting from Work Employee Procedure** accompanies this Communiqué.

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 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 efotvtl@efothamesvalley.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: June 3, 2022
Regarding: Weekly Update (37)

There are four (4) years until the next provincial general election.

Political Action Update

The distribution of seats in the 43rd Parliament of Ontario are as follows:

- Progressive Conservative Party – 83
- New Democratic Party – 31
- Liberal Party – 8
- Green Party – 1
- Independent – 1

Congratulations to MPPs Peggy Sattler (London West), Teresa Armstrong (London Fanshawe), and Terence Kernaghan (London North Centre) who were re-elected on June 2.

Thank you to all ETFO Thames Valley Teacher Local Members who engaged in the democratic process by voting and working on various campaigns throughout the district.

The ETFO Thames Valley Teacher Local will continue to work with all area MPPs on behalf of all Teachers.

Collective Agreement Highlight - Report Cards

A reminder that no Teacher shall be required to complete more than the minimum number of report cards mandated by the Ministry of Education, as per Collective Agreement Article L17.16 (a), Report Cards. Violations of the collective agreement **must** be reported to the Local office immediately

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, June 3 at 6:00 p.m. **until** Sunday, June 5 at 6:00 p.m.

The Board's new **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

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 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 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

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: June 10, 2022
Regarding: Weekly Update (38)

There are three (3) weeks remaining in the 2021-2022 school year.

Political Action Update

There has been no announcement about when the new Cabinet will be sworn in. Until that time, present Ministers will continue in their portfolios in accordance with the Caretaker Convention.

Collective Agreement Highlight - Report Cards

A reminder that Teachers **and** Principals must comply with the Board's Report Card Procedure, which aligns to Growing Success and the provisions of the Collective Agreement.

Term 2 Report Cards were to be submitted by the end of the school day on Thursday, June 9.

Teachers will make corrections for spelling and grammar, but not content.

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

Collective Bargaining

On Tuesday, June 7, the Canadian Union of Public Employees (CUPE) gave the Government of Ontario notice of intent to bargain. The Ontario English Catholic Teachers' Association has also given notice of intent to bargain. ETFO Provincial has not yet given notice to bargain.

All education sector Collective Agreements expire effective August 31, 2022.

Violence in Schools

There were 480 violent incidences reported in May.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, June 10 at 6:00 p.m. **until** Sunday, June 12 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

Violations of the **Communication Protocol** and the **TVDSB Disconnecting from Work Procedure** must be reported to the Local office immediately.

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 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.

At this, the busiest time of the year, Teachers are thanked for all their good work on behalf of the students in our care. Stay well and enjoy the weekend.

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

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: June 17, 2022
Regarding: Weekly Update (39)

There are two (2) weeks remaining in the 2021-2022 school year.

Political Action Update

Current Ministers of the Crown will continue in their portfolios until a new Cabinet is sworn in. This is in accordance with the Caretaker Convention.

CA Highlight - Preparation Time (L17.04) and Lunch Break (L17.05)

Collective Agreement Article L17.04 states that "preparation time shall be free from supervision, teaching, or other assigned duties within the instructional day".

Collective Agreement Article L17.05 states that "the scheduled lunch break will be free of supervision, teaching or other duties".

The time defined in both these articles is teacher-owned. Teachers cannot be coerced, cajoled, or otherwise pressured to participate in meetings/events during preparation time and/or lunch break.

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

Collective Bargaining

On Monday, June 13, the Elementary Teachers' Federation of Ontario (ETFO) gave the Government of Ontario notice of intent to bargain centrally. Notice of intent to bargain locally has also been given.

All education sector Collective Agreements expire effective August 31, 2022.

LSTs and SEA Equipment

It appears that LSTs will be asked to collect and deliver SEA equipment to the Board.

This matter is being discussed at next week's ETFO/TVDSB Labour Management meeting.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, June 17 at 6:00 p.m. **until** Sunday, June 19 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

Violations of the **Communication Protocol** and the **TVDSB Disconnecting from Work Procedure** must be reported to the Local office immediately.

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 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.

Have a good weekend and stay well.

For more information regarding this **Communiqué**, please contact the Local office by email at effotvtl@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

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: June 29, 2022
Regarding: **Weekly Update (41)**

Happy Summer.

Grievance Update

The following grievances have been filed with the Board:

1. Notification of Assignments
2. Teacher Performance Appraisals
3. Classroom Changes
4. Harmonious Relations
5. Notification of Assignments-Draft timetables and draft Duty schedules

Missed Preparation Time Payback

A link to the **Missed Preparation Time Payback Communiqué** and related form accompanies this weekly update.

Collective Bargaining Update

The Collective Agreement expires August 31. Terms and conditions remain in place until a new Collective Agreement is negotiated and ratified.

Teachers are reminded that violations of the Collective Agreement **must** be reported to the Local office immediately.

LSTs and SEA Equipment

LSTs are being directed to collect and deliver SEA equipment to the Board.

LSTs should be submitting mileage claims upon completion of this work. Forms are to be submitted to Suzanne McNaughton (s.mcnaughton@tvdsb.ca).

Pride London Festival

ETFO TVTL is a union sponsor of the Pride London Festival. A link to the **Pride London Festival Communiqué** accompanies this weekly update.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from Thursday, June 30 at 6:00 p.m. until Monday, September 5 at 6:00 p.m.**

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

Violations of the **Communication Protocol** and the **TVDSB Disconnecting from Work Procedure** must be reported to the Local office immediately.

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 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.

Thank you for all your hard work in support of student learning and for your ongoing support of the work of the Federation. Have a safe, peaceful, and well-deserved summer break.

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