

Newsletter



ETFO Thames Valley Teacher Local

Volume 10, Number 1, December 23, 2022

Colleagues and Friends,

Season's Greetings to all Members of the ETFO Thames Valley Teacher Local.

So far, the 2022/2023 school year has been as challenging and as it has been rewarding.

Thank you for all you have done, and continue to do, on behalf of all students in your care and in support of public education in Ontario. Your professionalism and hard work make a real difference, are acknowledged, and are very much appreciated.

For yourselves and your families, I hope that you find time over the holidays to rest, to reflect, and to recharge.

The ETFO Thames Valley Teacher Local continues to fight the good fight on your behalf.

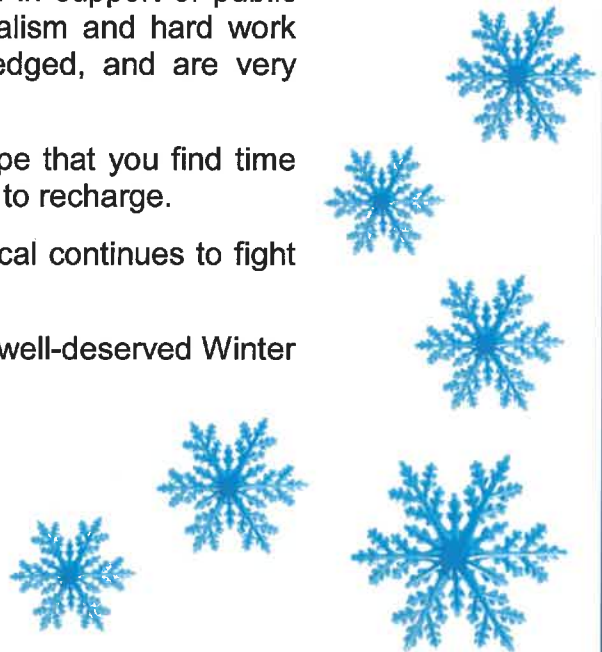
Best wishes to you and yours. Enjoy a well-deserved Winter Break and a Happy New Year.

In Solidarity,

Craig Smith, President



Craig Smith, President



ETFO THAMES VALLEY TEACHER LOCAL

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Collective Bargaining

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 is posted to the Board's website and the ETFO TVTL Website. In October, ETFO Provincial sent a Collective Bargaining Survey to all Members and TVTL Members were encouraged to fill out and submit their responses to the Provincial body so their voice was heard. The Released Officers should be apprised of the results of the survey at February Representative Council. Locally we have been preparing for bargaining for some time and are currently in the process of creating an All-Member Survey to gather information from Thames Valley Teacher Local Members to be used in creating our Local Bargaining Goals. It is expected that this Local Survey will be sent out to all Members in February.

It is important for all Members to recognize that your current Executive believe strongly in the collective voice of the ETFO Thames Valley Teacher Local and that Local Bargaining Matters. For more information, please contact the ETFO Thames Valley Teacher Local.

Mark MacLeod, Chief Negotiator / Grievance Officer

Pregnancy/Parental Leave

A Pregnancy/Parental Leave Workshop was presented virtually in the fall. This workshop is designed to help Members understand the process to undertake if they become pregnant or wish to access parental/adoption leave.

The workshop took place virtually this year. If you were unable to participate in this workshop the materials are posted on the Local Website under Resources – Pregnancy/Parental Leave. Please take a look or call Jennifer Hillner at the Local office if you have questions.

Another workshop is scheduled in the spring. Refer to the "Upcoming Events" section of the newsletter or look on the Local website for dates and details.

ETFO Thames Valley Teacher Local would like to congratulate our Members on their baby's arrival. After baby's arrival please email the ETFO Thames Valley Teacher Local with your mailing address and the date of your baby's birth to receive your baby's welcome package. (etfothamesvalley.com).

Jennifer Hillner, Vice President

Grievance and Arbitration

The Collective Agreement outlines the terms of your employment with the Thames Valley District School Board. It is a rule-book, not a guide book. The employer has a legal obligation to follow the Collective Agreement. Members are reminded to honour the Collective Agreement by adhering to the duly negotiated and ratified provisions contained within it.

Since the beginning of the school year, ETFO Thames Valley filed over 10 grievances. Areas of concern include but are not limited to Diagnostic Assessment, Teacher Performance Appraisals, Pivot to Online Learning, Health and Safety Training and Prep Time Payback.

All ETFO Thames Valley Teacher Local Members are reminded to contact the Local if they believe their rights and entitlements found within the Collective Agreement have been violated.

Mark MacLeod, Chief Negotiator / Grievance Officer

Classroom Management

Our Local hosted a Classroom Management Workshop on November 16-17. The workshop is presented by ETFO Provincial and there was some great feedback from those who attended. We continue to promote this workshop with Human Resources as a way to support Teachers.

Jennifer Hillner, Vice President

Teacher Performance Appraisal (TPA) Workshops

TPA Workshops for New Teachers and Experienced Teachers were presented at the Local office this fall. The workshops explained the process and the rights and responsibility of the Teacher and the Assessor under our Collective Agreement and the Ministry Technical Requirements Manual.

The power points from the workshops are posted on the Local Website under Resources – ETFO Local Workshop Resources.

There is a large backlog of TPA's this year stemming from the pause on many of them during the pandemic.

We are encouraging the employer to ensure the NTIP TPA's are a priority and make an effort to catch up on overdue TPA's.

If you have any questions, please contact Jennifer Hillner at the Local.

Jennifer Hillner, Vice President

Staffing

Deferred Salary Leave Plan Request (L16.00)

Members are always encouraged to be knowledgeable of the clauses in their Collective Agreement. Not only is the Collective Agreement a set of rules and rights governing the working conditions of Members; there are also some clauses that are of great value; that some Members are unaware of.

One such clause is the Deferred Salary Leave Plan. There are two models of this plan:

- **2.4 over 3** - Teachers in this plan receive 80% of their pay for the first 2.4 years. In the third year, the Teacher does not return after winter break and continues to receive 80% of their pay for the remainder of the school year.
- **4 over 5** - Teachers in this plan receive 80% of their pay for 4 years and do not work the 5th year and continue to receive 80% of their pay.

This is an excellent program for those looking to explore other passions, would like to travel the world or want to spend more time at home with their family. There are many considerations before applying for a Deferred Salary Leave. If this interests you, please refer to L16.00 of your Collective Agreement to explore the plan in more detail. Applications for the plan are due by March 15.

Scott Hardie, Vice President

LTD Termination

If you retire then you will no longer be paying into your LTD benefit package. However, sometimes members are eligible to stop this payment prior to their retirement date. This can occur if one of the following scenarios applies to you:

- 1) you have 30 credit years of teaching experience or
- 2) you have reached the age of 65.

If either of these scenarios applies to you, please call or email Dale Napier at the Local office (519-474-3150 or dnapier@etfothamesvalley.com).

Dale Napier, Vice President

Voluntary Surplus

Voluntary Surplus is an excellent option for Members who want to move school locations. There are some considerations before choosing this option.

The application for Voluntary Surplus is due to the Principal by April 17th. The application form is found in Electronic Forms in the TVDSB employee portal and SharePoint. Once the Voluntary Surplus is confirmed, the Teacher is surplus from their present school, without the right to recall. A surplus Teacher may choose to interview during Staffing Rounds 1 and 2. After Round 2 those surplus Teachers who do not have a placement will receive a Preference of Placement Form. On the form, the Member indicates their preferences of assignments, geographic areas, qualifications and any notes of consideration. Placements are done in seniority order through a joint committee of Board and ETFO Members. The placement team strives to offer 3 placement options for each Teacher to choose from. The goal is always to set Members up for success.

Good For:

- Members who are looking for different geographic area or willing to work in a larger geographic area
- Members looking for change
- Members who need out of their current school

Considerations:

- Some geographic areas and schools have more demand than others
- Placements can only be made into available positions. Presently the Board is in a growth pattern, which is good for surplus placements.
- The Board holds the right to deny placement at a particular school. The Board tries to avoid offering placements at schools where a Teacher had an unsuccessful interview. There is no requirement to interview prior to placement.

Members are encouraged to refer to the Collective Agreement L24.04 for more information on Voluntary Surplus. Members with any staffing questions should reach out to Scott Hardie shardie@etfothamesvalley.com at the Local office.

Scott Hardie, Vice President



Employee and Family Assistance Program (EFAP)

EFAP provides various forms of support for ETFO Members and their families including but not limited to the areas of Family, Health, Life, Money, and Work. This could take the form of Clinical Counselling, Work-Life Services or On-Line Resources. The company that provides our EFAP is called LifeWorks. They can be reached at 1-844-958-5105 or at www.login.lifeworks.com. Your username will be your work email address and your password will be the same one you use to log into your work system.

Confidentiality is guaranteed within the limits of the law.

Here's hoping everyone gets a well-deserved break over the Christmas season. Please remember to look after yourself, your health and your family.

Dale Napier, Vice President

ETFO Professional Opportunities Fund

Registration for the ETFO Professional Opportunities Fund began on November 28. Members have the ability to access funding for expenses related to Professional Opportunities (course, conference, workshop, resources) or access to a Self-Directed professional development opportunity in the form of release time. A poster went out to the membership with a description of the funds as well as instructions for access. Questions about this fund can be sent to Jennifer Hillner at the Local office.

Jennifer Hillner, Vice President

Advice to ETFO Members

Members must always be vigilant to maintain their professionalism at all times, whether dealing with students or parents. Unfortunately, we can find ourselves in situations requiring Legal Assistance due to allegations made against us to either the Police or Children's Aid Society (CAS). If you have been notified that the Police or CAS is investigating an allegation against you, contact your Federation. In addition:

- Do not participate in or consent to an interview;
- Make no statement to anyone regarding the allegation/charges;
- Say "I am willing to cooperate but I am unable to comment until I contact the Federation and legal counsel;"
- Call ETFO Professional Relations and ask to speak with the PRS Duty Officer (1-888-838-3836); state that your call is urgent.

The Local Released Office supports the parameters associated with the school board, however, it is important that you have legal representation at these meetings with outside agencies to ensure that your rights are upheld.

It is also important to note that if you are asked by your Administration to attend a meeting at school with Union Representation, that your representation at these meetings must be from the Local office and not your Workplace Steward. If you are asked to attend such a meeting, please contact the Local office to set up a mutually convenient time to meet (519-474-3150 – ask to speak with the Duty Officer).

Michael Thomas, First Vice President

ETFO Personal Wellness Fund

Online applications for the Personal Wellness Fund opened on November 28. This fund is available to reimburse personal wellness expenses for our Members (courses, conferences, workshops, resources, memberships). The instructions for submission and reimbursement can be found on the poster sent to Members. Questions about this fund can be sent to Jennifer Hillner at the Local office.

Jennifer Hillner, Vice President

ETFO Membership Profile

- All Members are requested to log on to the Local's website (www.etfothamesvalley.com), to update their profiles (name, mailing address, contact information and professional information).
- To access your profile, log in under ETFO Secure Login using your ETFO membership number and password.
- In your account, be sure to indicate your personal e-mail address and to calculate your preparation time and supervision time accurately when completing the Professional Information section.
- The Local has to ensure that the articles of the Collective Agreement are being adhered to and ensure that any discrepancies are addressed as soon as possible. If you have any questions or concerns, please contact the Local office.

Are you retiring in December?

If you are retiring in December please contact Erin at the ETFO Thames Valley Teacher Local office or email:

etfotvtl@etfothamesvalley.com to submit your name, email and home address in order to receive an invitation to the Retiree's celebration.

25 Year Celebration

The ETFO Thames Valley Teacher Local is currently planning a celebration for all ETFO Members who have completed twenty-five years of teaching as of June 30, 2022 (e.g. currently in 26th year).

If you are eligible please forward your information to the Local office on the form that was provided to Workplace Stewards.

Holiday Hours

ETFO Thames Valley Teacher Local office will close at 4:00 p.m. on Friday, December 23, 2022. The office will re-open on Monday, January 9, 2023 at 8:15 a.m.

Emergency assistance will be available through the ETFO Provincial office (1-888-838-3836). They will only be responding to critical legal matters.

Christmas Season Support to the Local Communities

On behalf of our Members, the ETFO Thames Valley Teacher Local donated \$1000.00 to each of the following organizations:

- London Food Bank
- The Salvation Army - Woodstock
- The Salvation Army - Strathroy
- The Caring Cupboard - Food Bank, St. Thomas

On behalf of our Members, the ETFO Thames Valley Teacher Local donated \$500.00 to each of the following organizations:

- London Abused Women's Centre
- Atlohsa Family Healing Services
- Ingamo Family Homes
- St. Thomas-Elgin Second Stage Housing

Upcoming Events

The following events are scheduled. Advance registration will be required.
(these dates may be subject to change)

January 2023

- Stewards' Council Meeting - January 19

February 2023

- ETFO Family Skate Night - February 3
- Experienced Teacher TPA Workshop - February 7
- General Meeting - February 16

March 2023

- Retirement Planning Workshop - March 2
- 25 Year Celebration - March 22
- Workplace Stewards' Meeting - March 29

April 2023

- Pregnancy / Parental Leave Workshop - April 5
- Wellness Workshop - April 13
- Local Annual Meeting - April 27

May 2023

- Workplace Stewards' Meeting - May 25

June 2023

- Annual Banquet - June 1
- Local Leaders' Appreciation - June 21

2022 – 2023 Executive



President

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Vice President

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Vice President

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Chief Negotiator/Grievance Officer

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Treasurer

Debbie Paulger



Recording Secretary

Marnie Meloche



Alia Awaysheh



Jodie Bradburn



Karyn Harris-Paschink



Marc Hodgkinson



Brent Kelders



Jarod Parlee



Lara Shanley



Amanda Short



Maria Vieira



Amber Yerema

- Regular Office Hours -

ETFO Thames Valley Teacher Local

Monday - Thursday, 8:15 a.m. until 4:30 p.m.

Friday, 8:00 a.m. until 4:00 p.m.