

# Newsletter



## **ETFO Thames Valley Teacher Local**

*Volume 9, Number 2, June 30, 2022*

Colleagues and Friends,

As we come to the end of the 2021-2022 school year, we reflect on a year full of challenges, prepare for a well-deserved summer break, and carry on in the hope that the 2022-2023 school year will finally be a good one.

Once again, Teachers have been challenged and stretched to the limit and beyond. Once again, Teachers have risen to the occasion, made it all work as best we can, and discharged our collective duties with individual determination, grace, and consummate professionalism.

Thank you.

Stay well and enjoy a safe and peaceful summer break.

In Solidarity,



Craig Smith, President



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## Collective Bargaining

It has been a long couple of years with many challenges, but finally the 2021-2022 school year has come to an end. During these unprecedented and difficult times, you have risen to each and every challenge we have faced. I am incredibly proud of the professionalism demonstrated by each and every ETFO Thames Valley Teacher Local Member and it is an honour and privilege to work on your behalf as the Chief Negotiator/Grievance Officer.

As you may be well aware, the Local has been working diligently with the ETFO TVTL Collective Bargaining Committee in preparation for Local Bargaining and we are well prepared for negotiations as our Collective Agreement expires on August 31, 2022. On June 13, ETFO served notice to bargain on the Ontario Public School Boards' Association (OPSBA), the Ontario Catholic School Trustees' Association (OCSTA) and the government. Notice to bargain advises them of ETFO's intention to renegotiate Teacher, Occasional Teacher, Designated Early Childhood Educator, Educational Support Personnel, Professional Support Personnel and other ETFO bargaining unit Collective Agreements that will be expiring as of August 31, 2022.

Your Collective Agreement outlines the terms of your employment with the Thames Valley District School Board.

Please contact the Local if you have any questions or concerns regarding any aspect of the Collective Agreement.

From my family to yours, enjoy a well-deserved summer break.

*Mark MacLeod, Chief Negotiator / Grievance Officer*



### **Catalytic converter theft: What is it and what can you do to prevent it**

**In recent years, Canada has seen an alarming rise in the theft of catalytic converters, particularly since the start of the pandemic. Let's take a look at what a catalytic converter is, why thieves are targeting it, and what you can do to protect yourself against catalytic converter theft.**

Learn more at [www.otip.com/article147](http://www.otip.com/article147).

## 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*

## **New Teacher Induction Program (NTIP)**

The Board is changing the framework for completing NTIP and the way the NTIP program is delivered. Once changes are made, the new framework and materials will be shared with all eligible NTIP Teachers. All the materials and information will also be posted in SharePoint once everything is finalized. The Board is anticipating this will occur in September.

The option to take an AQ course, paid for by NTIP, will still be an option.

Congratulations on completing what has been another challenging year. Take time to rest and restore. Enjoy a well-deserved break.

*Glenda Manzi, Vice President*

## Unintended Consequences

The In-School Staffing Committee roles and responsibilities expanded in our current Collective Agreement. Below are some highlights of the responsibilities of the committee in September:

- The In-School Staffing Committee must be established by September 15.
- The school Workplace Steward and a representative for each division must be on the committee.
- Supervision schedules and timetables must be reviewed for equity and compliance with the Collective Agreement.
  - Supervision schedules are reviewed to ensure assigned duties are equitable and none exceed 80 minutes in 5 days (pro-rated for FTE less than 1.0). The scenario of some staff having 75 minutes and others 80 minutes is inequitable and would need to be corrected by the Principal.
  - Timetables are reviewed to ensure staff have 240 minutes of prep in 5 days and that prep blocks are at least 30 minutes in length (L17.04 g).

The In-School Staffing Committee advises the principal of any violations or concerns. The principal is responsible for the creation of schedules and timetables. Any outstanding violations need to be reported to the local.

*Scott Hardie – Vice President*

## Health, Safety, and Wellness

These past two years, Teachers have worked incredibly hard to ensure that their students have remained safe and healthy, both physically and mentally throughout this pandemic – quite often at the expense of our own mental and physical health. Now that summer is here, it is important that we take time to rest, relax, and focus on positive mental and physical healing. Some ways of doing this include the following:

- Spending time with family and loved ones
- Reconnecting with friends
- Being active daily – go for a walk in nature
- Explore a new hobby or learn a new skill
- Find time for yourself

Summer is a time to refresh and recharge. Stay safe, take care of yourself and your loved ones, and enjoy every moment that summer brings.

*Mike Thomas, First Vice President*

## Teacher Performance Appraisal (TPA)

Any TPAs that were begun this year and not completed will carry over until next year.

The new cycle for TPAs will begin again in the fall. If it is your TPA year you will be notified by October 10.

*Glenda Manzi, Vice President*

## Together

A couple of times a week, I receive a call that begins with “I’ve never called the Union before”, to which I respond “I’m glad you did.” The underlying sentiment of that introduction is that a Member would only call my Union for a serious situation. Perhaps a different mindset is required. The Local is your representative when dealing with your employer. We represent nearly 3700 elementary Teachers. We need to hear your concerns but also your opinions and what is working well in your schools. Do not hesitate to give us a call or send us an email just to update us on how things are at your school.

The next year is going to be a definitive one in shaping the new-normal. Hearing the thoughts of our Members will be imperative as we continue advocating on your behalf.

*Scott Hardie – Vice President*



## Renovations that you should call your insurance broker about

If you're like many other Canadian homeowners who have recently come out of the pandemic, chances are you have either completed some type of renovation or have something planned in the future. Here's a list of situations that are important to review with your broker ahead of time.

Learn more at [www.otip.com/article148](http://www.otip.com/article148).

## Wellness for the Summer and Beyond

The 2021-2022 school year saw Teachers face many challenges and work tirelessly to overcome them all to the benefit of our education system. As a result, all Teachers deserve time for rest and relaxation throughout the upcoming summer. This rest and relaxation can come with a need to focus on our physical and mental health.

The Employee and Family Assistance Program (EFAP) offered through Homewood Health provides some excellent programs and resources to help Teachers and their families access proactive support for their well-being.

Many different types of assistance are available including but, not limited to: Nutrition, Lifestyle Changes, Elder and Family Care, Relationships, Financial and Legal, Career Planning, as well as Grief and Loss counselling.

EFAP also offers e-learning courses in areas such as: Parenting, Mood, Stress, Anger, Money, Resilience, Smoking Cessation, Nutrition and more. To access these opportunities for wellness you can call Homewood at 1-800-663-1142 or reach them at [www.homewoodhealth.com](http://www.homewoodhealth.com).

Please enjoy your summer. Take care of yourself, your health, and your family.

*Dale Napier, Vice President*

## LTD Premium Termination

LTD premiums are automatically deducted from your pay cheque unless you qualify to have these premium deductions terminated. Please note, these deductions will stop upon your retirement as you will no longer have a paycheque from the Board. However, there are 2 scenarios under which you qualify to have these premium deductions cease prior to your retirement.

The deductions can be terminated if:

- 1) you are eligible for a 60 % unreduced pension (30 credit years of teaching experience)
- or
- 2) You have reached the end of the month in which you have turned 65 years old.

If you believe you qualify for either scenario above, prior to your retirement, an application for LTD termination can be located on the ETFO Thames Valley website by clicking on "resources" and then "retirement". This application when completed, along with all required associated paperwork, can be emailed to [dnapier@etfothamesvalley.com](mailto:dnapier@etfothamesvalley.com).

*Dale Napier, Vice President*

## Best Wishes to Retirees

Retirees,

On behalf of the ETFO Thames Valley Teacher Local Executive and Membership let me begin by congratulating you on your retirement.

By all measures the 2021-2022 school year has been tumultuous and eventful. Through it all you have continued to work hard, to discharge your teaching duties and to support the learning of the students in your care. You have done so with a level of professionalism and grace that is a credit to you as Teachers.

Over many years you have made a real difference in the lives of the students you teach, their parents and guardians and to your colleagues. Your excellence is acknowledged and appreciated.

Once again, congratulations on your retirement. Thank you for all that you have done on behalf of students and the teaching profession.

You will be missed.

Sincerely and in Solidarity,

*Craig Smith, President*



## ETFO Membership Profile

- All Members are requested to log on to the Local's website ([www.etfothamesvalley.com](http://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.

## Reminder

ETFO Thames Valley Teacher Local requires the names of the Workplace Stewards/Alternates and Health and Safety Representatives for the 2022 - 2023 school year.

Please submit the names and personal emails to [etfotvtl@etfothamesvalley.com](mailto:etfotvtl@etfothamesvalley.com)

## Congratulations!

### Local Honorary Life Award

**Lorrie Bailey**  
**Diane Dempsey**  
**Karen Radley**  
**Sara Rans**

### Health and Safety Activist Award

**Sue Varley, McGillivray Central P.S.**

### Workplace Stewards' Award

**Jodie Bradburn, Centennial Central P.S.**  
**Erin Hughes, Harrisfield P.S.**  
**Lara Jenson, Byron Southwood P.S.**  
**Brent Kelders, John Wise P.S.**  
**Jarod Parlee, Jack Chambers P.S.**  
**Katie Prouse, Harrisfield P.S.**  
**Karyn Harris-Paschink, Fairmont P.S.**

## Thanks for Attending This Year's Workshops

Throughout the school year ETFO offers many workshops. I wish to thank those of you who attended our Pregnancy and Parental Leave workshop(s) and/or our Retirement workshop(s). Some further words to these members and perhaps a few who could not attend.

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

Congratulations to all Members who retired throughout the school year or who are planning to retire at the end of this school year. On behalf of all your students, colleagues and the education system in general; thank you for all you have done and congratulations on your retirement.

## Upcoming Events

The following events are scheduled.

**Advance registration will be required.**  
(these dates may be subject to change)

### July and August 2022

- Summer Academy Courses  
(Register through the Provincial website)

### August 15-18, 2022

- Federation Annual Meeting

## Summer Hours

### ETFO Thames Valley Teacher Local

ETFO Thames Valley Teacher Local office will close at 4:30 p.m. on Thursday, June 30, 2022 and will reopen at 8:15 a.m. on Tuesday, September 6, 2022.

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

### Regular Office Hours

#### ETFO Thames Valley Teacher Local

Monday through Thursday, 8:15 a.m. until 4:30 p.m. Friday, 8:00 a.m. until 4:00 p.m.

# 2021-2022 Executive



## **President**

### **Craig Smith**

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ext. 227

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## **First Vice President**

### **Michael Thomas**

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## **Vice President**

### **Glenda Manzi**

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## **Vice President**

### **Scott Hardie**

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## **Vice President**

### **Dale Napier**

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## **Chief Negotiator/Grievance Officer**

### **Mark MacLeod**

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## **Treasurer**

### **Jennifer Hillner**



## **Recording Secretary**

### **Marnie Meloche**



**Alia Awaysheh**



**Jodie Bradburn**



**Devin Hanes**



**Karyn Harris-Paschink**



**Marc Hodgkinson**



**Lara Jensen**



**Amanda Short**



**Sue Varley**



**Maria Vieira**



**Amber Yerema**

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