

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 2, 2020
Regarding: In-Person/Full Remote Learning Update (3)

ETFO Thames Valley Teacher Local endorses neither the Government of Ontario nor the Thames Valley District School Board school reopening plan.

The Director of Education has asked Members to be patient and flexible. Members are professionals, who continue to discharge their duties diligently in support of student learning. Unreasonable demands, mixed messages from too many messengers and crushingly unrealistic workload expectations are causing patience to wear thin. It is October and many Members are already at the breaking point.

TVDSB must move immediately to reduce the pressure it is putting on all ETFO TVTL Members.

IPL/FRL Grievances

This week ETFO TVTL filed nine (9) grievances to address violations of the Collective Agreement in the following areas:

- Teacher Preparation Time
- Hybrid Model of Instruction
- Hybrid Model of Teaching (Special Education Contained Classes and ESL)
- Temporary Letters of Approval (FSL)
- Notification of Assignment
- Diagnostic Assessment
- Staff Meetings
- Sick Day Usage
- Principal Access to Learning Platforms

ETFO TVTL and TVDSB Senior Administration will meet next week to attempt to resolve these concerns.

Direction to Members

- ETFO TVTL Members are directed to follow the provisions of the Collective Agreement.
- It is the expectation of ETFO TVTL that the TVDSB, and its agents, will honour the provisions of the Collective Agreement.
- Questions about the interpretation of the Collective Agreement should be directed to the ETFO Local office.
- Violations of the Collective Agreement must be reported to the ETFO Local office immediately.

Advice to Members

- ETFO TVTL Members should expect that all verbal directions from Principals/Vice-Principals be put in writing upon request to ensure clarity, consistency and accountability.
- Members should determine whether they are being asked or told to undertake assigned duties. **Ask this question of the Principal/Vice-Principal - “are you asking or are you telling me to...?” If it is an “ask” the activity is voluntary and Members have a choice that must be respected.**
- Members should comply with direction if told to undertake activities that are reasonable, lawful and in compliance with the provisions of the Collective Agreement.
- ETFO TVTL Members should be free to question safely all directions given by the Board and its agents.

Reminders

- Professional Judgement is embedded in the Collective Agreement. It cannot be enforced if it is not exercised.
- ETFO TVTL Members are reminded that “expected” does not mean “mandatory.”
- ETFO TVTL Members are further reminded that the health of Teachers and the safety of Students is paramount. Questions regarding Health and Safety must first be brought to the attention of the site supervisor (Principal) as per the Occupational Health and Safety Act. ETFO TVTL will continue to provide immediate support and guidance to Members in all matters relating to Health and Safety.

Specific advice regarding the following will be shared with all ETFO TVTL Members next week:

- Diagnostic Assessments
- Staff Meetings
- Sick Day Usage and TVARRIS
- Communication Protocols

All of this is difficult. Members are thanked for everything they are doing in these very challenging times.

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