

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 9, 2020
Regarding: In-Person/Full Remote Learning Update (4)

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

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

IPL/FRL Grievances

This week ETFO TVTL filed 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 met on Wednesday, October 7 to discuss the concerns giving rise to these grievances. Some of these will likely be resolved quickly. Others will require further discussion. ETFO TVTL and TVDSB Senior Administration will meet next week to resolve outstanding concerns and, more importantly, to provide Teachers with real, meaningful, and immediate relief to address crushing workload issues.

Diagnostic Assessment

Information regarding professional judgement and diagnostic assessment was sent to all Teachers earlier this week.

- ETFO TVTL Members are directed to follow Collective Agreement language regarding diagnostic assessment and to report all violations to the Local office immediately

Staff Meetings

ETFO TVTL Members are directed to follow the Collective Agreement Article L17.07 with regards to staff meetings.

- One staff meeting per month.
- Each meeting shall be no more than 75 minutes in length.
- Attendance at staff meetings is not mandatory, as per past practice. Attendance at staff meetings is expected, as per past practice.
- Teachers may submit items for inclusion on the staff meeting agenda.

Sick Day Usage and TVARRIS

- Sick days should be used for their intended purpose, in accordance with the provisions of the Collective Agreement.
- All absences must be entered into TVARRIS.
- No calls regarding absences should be made to Principals/Vice Principals, except where TVARRIS is inoperative.

Communication Protocols

Unreasonable demands, mixed messages from too many messengers and crushingly unrealistic workload expectations are causing many ETFO TVTL Members concern and distress.

- Work within the parameters of the instructional day.
- Set strict and specific office hours. ETFO TVTL Members must not be available to principals, parents, students, or colleagues 24/7.
- Lunch and preparation time must be free of teaching, supervisory, or other assigned duties, as per the Collective Agreement. Defend these times from encroachment at all cost.

Direction to Members

- ETFO TVTL Members are directed to uphold and adhere to all 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 must be free to question safely all directions given by the Board and its agents without fear of retribution, reprisal, or differential treatment.

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.

Members are thanked for their extraordinary professionalism and tremendous fortitude during 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.

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