

**To:** ETFO Thames Valley Teacher Local Members  
**From:** Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)  
**Date:** November 6, 2020  
**Regarding:** In-Person/Full Remote Learning Update (8)

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**ETFO Thames Valley Teacher Local (ETFO TVTL) does not endorse the Thames Valley District School Board (TVDSB) 2020-2021 school year plan.**

**TVDSB has, to date, done little to reduce the pressure it is putting on all ETFO TVTL Members.**

### **TVARRIS, Access to Sick Days, and Quarantine**

ETFO TVTL reminds all Members that personal health and safety, and the personal health and safety of family members, is the first priority.

It is important that all ETFO Members are aware of the following TVARRIS Codes:

**COVID Personal Sick Absence:** Use this code if the TVDSB COVID-19 Self-Attestation is not passed (deduction of sick day).

**COVID Travel Related Absence:** Use this code if isolating for fourteen (14) days as a result of travel outside of Ontario, in accordance with Government of Canada COVID-19 guidelines (deduction of sick days).

**Illness:** Use this code if sick or to attend medical appointments, as per past practice, in accordance with the provisions of the Collective Agreement (deduction of sick day).

**Care Day:** Use this code to access up to five (5) care day entitlements for their intended purpose, as per past practice, in accordance with Collective Agreement Article L11.04, *Care Days*.

### **Advice to ETFO TVTL Members:**

- Use the TVARRIS codes for their intended purpose.
- Only notify the Principal/School of absence if TVARRIS is inoperative.
- Use the TVDSB COVID-19 Self-Attestation.
- Contact the Health Unit for advice and follow their direction regarding isolation/quarantine if experiencing COVID-19 symptoms.
- Uphold the Collective Agreement. It is the rulebook, not a guidebook.

### **Ongoing FRL Concerns**

ETFO TVTL and TVDSB Senior Administration continue to meet weekly to resolve outstanding concerns and, more importantly, to provide Teachers with real, meaningful, and immediate relief to address crushing workload issues.

### **Parent/Teacher Interviews**

A Communiqué regarding the status of Parent/Teacher Interviews was sent to all ETFO TVTL Members on Monday, November 2, 2020.

## 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 uphold and adhere to 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.
- Use professional judgement at all times.

## 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” then the activity is voluntary and Members can make 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.
- Face shields are only required to be worn when physical distancing is not possible.
- Member Participation in all “Professional Development” offered outside the instructional day, or on unassigned time (recess/lunch/nutrition breaks) is **strictly voluntary**.

## 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 everything they are doing. We continue to fight the good fight.

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