

# Newsletter



## **ETFO Thames Valley Teacher Local**

***Volume 9, Number 1, December 17, 2021***

Colleagues and Friends,

Season's Greetings to all Teachers from the ETFO Thames Valley Teacher Local Executive.

The 2021/2022 school year has been extremely challenging to this point and will, no doubt, continue to be challenging in the weeks and months ahead.

Please find time over the holidays to rest.

Thank you for all you have done, and will continue to do, on behalf of all students in your care.

Know that the Local continues to fight the good fight on your behalf.

Kindest Regards and Best Wishes for a Happy New Year.

Take care and stay well.

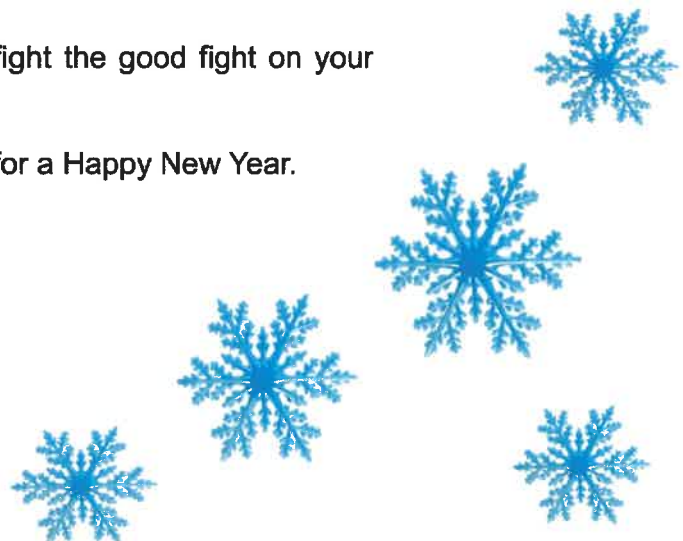
In Solidarity,



Craig Smith, President



***Craig Smith, President***



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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*

### Teacher Performance Appraisal (TPA) Workshops

TPA workshops for New Teachers and Experienced Teachers were presented virtually this year. 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.

TPAs for NTIP Teachers will continue this year.

If the TPA for an Experienced Teacher has begun it will continue, the rest are put on hold this year unless there are performance concerns or if there is mutual consent to continue.

If you have any questions, please contact Glenda Manzi at the Local.

*Glenda Manzi, 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, Supervision Schedules, Teacher Performance Appraisals, Professional Development/ Mandatory Training , and Staffing.

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*

### Pregnancy/Parental Leave and Retirement

Two workshops were presented in the fall. A Pregnancy/Parental Leave Workshop and a Retirement Workshop. These workshops are designed to help Members understand what processes are undertaken if they become pregnant, wish to access parental leave, or plan to retire.

The workshops took place "virtually" this year. Thank-you to everyone who participated in these events. If, however you did not get the opportunity to participate, the materials presented by ETFO Thames Valley at these events are now available on the ETFO Thames Valley website under "Resources". Please feel free to have a look or call the Local office and ask for Dale Napier, if you have any questions.

These workshops and others are scheduled to take place again later this year. Please refer to the "Upcoming Events" section of this newsletter or look on our 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 (etfotvtl@etfothamesvalley.com)

*Dale Napier, 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](mailto:dnapier@etfothamesvalley.com)).

*Dale Napier, Vice President*

## Staff Meetings

Effective staff meetings can help facilitate operations within a school and are useful forums for Teachers to share information and provide input into the decision making of their school. Frequently staff meetings have decayed into one-way presentations on Board selected PD topics.

The Collective Agreement (L17.07) gives Teachers the opportunity to submit agenda items for Staff Meetings. Members are encouraged to collaborate and submit agenda items that help meet the needs of the school and staff. Organization of school events, discussing Board directives, reviewing the school's behavioural expectations, code of conduct and what progress discipline looks like, are all examples of staff meeting agenda items that may be useful for the entire staff. The mechanism exists in L17.07 to ensure the staff's foremost concerns are addressed during staff meetings.

*Scott Hardie, Vice President*

## Classroom Management

A virtual Classroom Management Workshop was presented by ETFO Provincial this year.

Wishing you and your family a safe and healthy holiday season. Enjoy a well-deserved break.

*Glenda Manzi, Vice President*





## Employee and Family Assistance Program (EFAP)

"A pandemic is a very stressful event for individuals and communities. It's normal to feel some stress and anxiety. It's also very common for people to display great resiliency during times of crisis" (the Canadian Mental Health Association). With this in mind I remind our Members to look after their Mental Health.

EFAP provides various forms of support for employees including coaching and counselling. To access this support, employees can call 1-800-663-1142 or look online at [www.homewoodhealth.com](http://www.homewoodhealth.com). Confidentiality is guaranteed within the limits of the law. Please remember to look after yourself, your health, and your family.

*Dale Napier, Vice President*

## Holiday Health and Safety

The holiday season is here and while we are all fortunate to have this time to spend with friends and family, it is imperative that we remain safe and healthy during the holidays. Realizing that these holiday times may not be celebrated in a 'traditional' sense, there are still some ways that we can make this time special.

The Ontario Government's website lists some of these ways to remain safe to reduce the spread of Covid-19.

[https://www.ontario.ca/page/celebrate-safely-during-covid-19?qclid=Cj0KCQiA5bz-BRD-ARIsABjT4nj\\_xWPz23CEzOhOjRw-tZWFaRyOrBHb1o5\\_6h\\_DBRAMMEGsllelivv4aAqH0EALw\\_wcB#ten-ways](https://www.ontario.ca/page/celebrate-safely-during-covid-19?qclid=Cj0KCQiA5bz-BRD-ARIsABjT4nj_xWPz23CEzOhOjRw-tZWFaRyOrBHb1o5_6h_DBRAMMEGsllelivv4aAqH0EALw_wcB#ten-ways)

*Michael Thomas, First 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*

## Home Insurance 101 for Homeowners and Renters



The word "home" means something different to everyone. Whether home is a detached house, a duplex, a townhouse, or a condo, it's important to ensure that your home and belongings are protected. We've put together a quick guide to help you determine what type of insurance policy is best suited for you and your home.

Learn more <https://otipinsurance.com/article127>.

## 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.

## 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](mailto: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, 2021 (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 all Members.

## Christmas Season Support to the Local Communities

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

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

## Upcoming Events

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

### January 2022

- Stewards' Council Meeting - January 19

### February 2022

- Experienced Teacher TPA Workshop - February 9
- General Meeting - February 24

### March 2022

- Retirement Planning Workshop - March 2
- Workplace Stewards' Meeting - March 9
- 25 Year Celebration - March 23

### April 2022

- OTIP Walk Into Retirement Workshop - April 14
- Pregnancy / Parental Leave Workshop - April 13
- Local Annual Meeting - April 27

### May 2022

- Workplace Stewards' Meeting - May 27

### June 2022

- Annual Banquet - June 16
- Local Leaders' Appreciation - June 22

## Holiday Hours

### ETFO Thames Valley Teacher Local

ETFO Thames Valley Teacher Local office will close at 4:00 p.m. on Friday, December 17, 2021. The office will re-open on Monday, January 3, 2022 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.

# 2021-2023 Executive



**President**  
**Craig Smith**  
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ext. 227  
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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**  
**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**

**- 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.