

**To:** ETFO Thames Valley Teacher Local Members  
**From:** Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)  
**Date:** February 3, 2023  
**Regarding:** **Weekly Update (17)**

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## **Sick Days, Care Days, and TVARRIS**

Teachers use Sick Days and Care Days, for their intended purpose, according to the provisions of the Collective Agreement.

These may be accessed as full days, half days, or portions thereof. For example, a Teacher who requires two (2) hours for a medical appointment enters into TVARRIS the exact time period for which an Occasional Teacher (OT) is required. The OT cannot be paid for less than a half day, but only the specific time is deducted from the Teacher's allotment of Sick Days or Care Days.

The midpoint of the work day is literally halfway between the first instructional bell of the day and the last bell signalling dismissal. Teachers can "pass the chalk" to the incoming Occasional Teacher.

Further, daily Occasional Teachers are not permitted to do supervision duty fifteen (15) minutes before the commencement of morning sessions, or five (5) minutes before the commencement of afternoon sessions, as per the provisions of their Collective Agreement.

Questions regarding the above should be directed to the ETFO Thames Valley Teacher Local office.

## **ECE Unfilled Vacancies**

Kindergarten Teachers are reminded that unfilled ECE vacancies can be filled by an Occasional Teacher. This has been a long-standing practice. Arrangements to provide this coverage should be made in consultation with the School Principal.

Please note that OTs brought in to support Kindergarten Teachers are not expected to undertake the work of the absent ECE.

## **Collective Bargaining Update**

The Local Preliminary Submission will be presented for the consideration of all Teachers on February 16 at the General Meeting. This will be an in-person all member meeting held at the Hellenic Centre.

The goal of the ETFO Thames Valley Teacher Local is to negotiate a fair collective agreement, that addresses working condition issues, through free local collective bargaining.

The ETFO Thames Valley Teacher Local will keep Teachers informed regarding progress at the local bargaining table in a clear, concise and timely manner.

## **Communication Protocol**

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, February 3 at 6:00 p.m. **until** Sunday, February 5, 2023 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

Violations of the **Communication Protocol** and the **TVDSB Disconnecting from Work Procedure** must be reported to the Local office immediately.

## **Duty of the Local**

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are enforced.
- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Thank you for all you do. Enjoy the weekend.

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

c. *ETFO TVTL Released Officers*  
*Terry Card, President, ETFO Thames Valley Occasional Teacher Local*  
*Elizabeth Kettle, ETFO Provincial CB Staff Officer*