

**To:** ETFO Thames Valley Teacher Local Members  
**From:** Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)  
**Date:** January 26, 2024  
**Regarding:** **Weekly Update (18)**

---

Current Collective Agreement language, provisions, and past practices are subject to a statutory freeze during the period of central and local collective bargaining bargaining (**Labour Relations Act, 1995, Section 86, Subsection 1**). Violations of the collective agreement must be reported immediately to the ETFO Local office (519-474-3150).

## **Local Collective Bargaining**

The local table team met on Monday January 22 to prepare for the resumption of local collective bargaining on Monday January 29.

Four additional local collective bargaining dates have been confirmed:

- Tuesday February 13
- Wednesday February 14
- Tuesday March 5
- Wednesday March 6

Teachers are asked to consider wearing the grey local bargaining tee shirts on **bargaining days**, at **monthly staff meetings**, or at **any other time**.

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

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

## **Violent Incidents**

There were 422 reported violent incidents, of which 419 involved contact.

## **ETFO Provincial Budget Submission**

Accompanying this update is a link to the ETFO Provincial 2024 Budget Submission to the Standing Committee on Finance and Economic Affairs.

## **2024-2025 TVDSB Budget Consultation Survey**

Accompanying this update is a link to the 2024-2025 TVDSB Budget Consultation Survey.

## **Toileting Students**

The following message was sent to the Board:

ETFO does not support the proposed changes of practice regarding toileting as it opens the door to all Teachers being directed to toilet students.

Further, what is being proposed changes twenty-five (25) years of past practice as per Collective Agreement Article L18.01, during a period of collective bargaining, and during a period of statutory freeze regarding collective agreement language and past practice (Labour Relations Act, 1995, Section 86, Subsection 1).

That said, we are prepared to continue to support the joint TVDSB/ETFO memo of March 2016 regarding Kindergarten Teachers and restate categorically that **no Teacher will toilet students at any grade level or in any teaching environment.**

## **Upcoming Events**

- Documenting and Communicating Learning in Kindergarten Workshop – January 30 & 31, 2024
- ETFO Family Skate Night – Friday, February 9, 2024
- General Meeting – Thursday, February 15, 2024
- Classroom Management Workshop – February 27/28, 2024
- Experienced Teacher TPA Workshop – Thursday, February 29, 2024
- London Lightning Basketball Game – Friday, March 1, 2024
- Retirement Planning Workshop – Monday, March 4, 2024
- 25 Year Celebration – Wednesday, March 20, 2024
- Workplace Stewards' Meeting – Wednesday, March 27, 2024
- Pregnancy/Parental Leave Workshop – Tuesday, April 9, 2024

## **Communication Protocol**

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, January 26 at 6:00 p.m. **until** Sunday, January 28 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.

**"The collective agreement is the rule book, not a guidebook."**

Thanks for all you do to support the learning of the students in your care.

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)