

**To:** ETFO Thames Valley Teacher Local Members  
**From:** Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)  
**Date:** October 21, 2022  
**Regarding:** **Weekly Update (5)**

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Monday October 24 is Municipal Election Day. All Teachers are encouraged to vote.

## **CUPE/ETFO Collective Bargaining Update**

CUPE is in a legal strike position effective November 3, 2022. ETFO supports the efforts of our CUPE colleagues to secure fair Collective Agreements through free and fair collective bargaining.

At this point in time, ETFO is not in a legal strike position. Future bargaining dates have been set at the Central Table.

The list of Central Table bargaining items has been referred to the Ontario Labour Relations Board.

Local bargaining cannot begin until the list of Central Table bargaining items has been set. That said, ETFO Thames Valley Teacher Local is ready to commence local bargaining as soon we are able to do so.

ETFO TVTL will continue to provide Teachers with clear, concise, and timely updates as collective bargaining proceeds.

## **Progress Reports**

The due date for submission of progress reports is now the end of the school day on Thursday, October 27. This due date also applies to those schools/worksites that use reporting programs other than Aspen.

Progress Report Reminders:

- Teachers are advised to use Growing Success and the subject-specific curricular achievement charts when determining the assessment of student progress.
- Comments should be written in plain, simple, parent-friendly language, as outlined in Growing Success.
- When reports are returned for review, Teachers will make corrections for spelling and grammar only.
- The only signature required to make the report a legal document is that of the Principal.
- Teachers do not print report cards.

## **Sick Day Allocation**

The allocation of sick days has been completed. Teachers should now have access, through the employee portal, to an accurate display of available sick days and available short-term disability days.

Because this allocation should have been done before the first working day of the school year, a grievance has been filed to address this violation of the Collective Agreement.

## **TVDSB Attendance Support Program (ASP)**

The Board has restarted its Attendance Support Program (ASP) after a 2-year COVID-19 hiatus.

One hundred sixty-six (166) Teachers received a letter indicating they are in the "review" stage of the ASP program. This means the Teacher has exceeded the Board's threshold, currently set at fourteen (14) days absence during the last school year.

Teachers should note that the ASP only applies to sick day usage, and does not apply to quarantine days, or other entitlements and approved leaves.

Teachers in receipt of an ASP review letter from Abilities and Wellness should contact the ETFO Local office if there are questions regarding next steps.

Accompanying this update is a link to the TVDSB Attendance Support Program (ASP).

Accompanying the letters sent was the TVDSB Chronic Medical Conditions form, to be filled out by the attending physician, regarding health concerns (and associated absences) that occurred last year or that are likely to continue this year. This may cause an adjustment of the days below the 14-day threshold and should result in the Board removing Teachers from the review phase of the ASP.

Teachers in receipt of the ASP review letter are understandably distressed and insulted by communication that is cold and clinical in tone and apparently bereft of caring, concern, or compassion.

This matter has been referred to Labour Management and we are in discussion with ETFO Provincial regarding possible next steps.

Teachers are advised to continue to access and use sick days for their intended purpose, and as needed, as per the provisions of the Collective Agreement.

### **Communication Protocol**

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, October 21 at 6:00 p.m. **until** Sunday, October 23 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.

### **It is the duty of the Local to:**

- 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 on behalf of students. Teachers are a ray of light in dark times. 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*