

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 6, 2023
Regarding: **Weekly Update (5)**

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).

Unfair Labour Practices Complaint

The Thames Valley District School Board has been served with an Unfair Labour Practices complaint at the Ontario Labour Relations Board (OLRB) regarding digital platforms.

Local Collective Bargaining Update

Local bargaining resumed on October 5. Watch for **Local Bargaining News 1**, which will be sent to all Teachers on Tuesday October 10.

Thanks to all Teachers who attended the ETFO Mass Membership meeting on October 5. Provincial and Local results will be announced **after** the completion of provincial voting on October 17.

In-School Staffing Committee

The In-School Staffing Committee are the local's eyes and ears of the staffing process within schools and represent all the members of the school. The committee is comprised of the Workplace Steward, at least 2 other ETFO members and the Principal. The committee must be established by September 15 and have met, at least once, by October 1. If this meeting has not happened, schedule a meeting ASAP. In the fall the In-school staffing committee reviews (L23.19)

- Classroom sizes and suggest the movement of students to balance classroom numbers. Assignments cannot be changed without direction from HR and reviewed by the local.
- Supervision Schedule – Review that minutes are equitable (all 1.0 FTE teachers have the same amount). That no member has more than 80 minutes maximum in 5 days. Supervision assignments are outside, in the hallway or lunchroom. Extra-curricular activities CANNOT be assigned as supervision time (no library club, intermural, choir, etc.).
- Timetables – Review that everyone has adequate prep time of 240 minutes in 5 days (pro-rated by FTE). Prep time must be equal on days 1-5 and 6-10. No teacher is given extra prep time. Teacher's assignments must be subjects approved by the Board. The entire school must be on the same schedule.

Any violations are to be reported to the Principal. Forward any unresolved concerns and timetables to the Local Office.

Director of Education Performance Appraisal Engagement

Accompanying this update is a link to a memo shared with school boards earlier this week. It invites input on a new proposed regulation that would outline a process for the evaluation/appraisal of Directors of Education.

Cyber Awareness Resources

Accompanying this update is a link to a memo sent to school boards this week on the issue of improving cyber awareness.

ETFO TVTL YouTube Channel and Instagram Accounts

ETFO TVTL now has a YouTube Channel and Instagram account. Information will be posted frequently, so check it out as you are able.

Upcoming Events

- October 17 New Teacher TPA Workshop
- October 30 Retirement Planning Workshop
- November 1 Experienced Teacher TPA Workshop
- November 15 ETFO TVTL General Meeting – Hellenic Centre

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, October 6 at 6:00 p.m. **until** Sunday, October 9 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 long weekend.

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