

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 13, 2023
Regarding: **Weekly Update (6)**

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 Update

Local Bargaining News 1 was sent to all Teachers on Tuesday October 10.

Attendance Support Program (ASP)

The Board reports the focus of this program is to understand reasons for absenteeism and offer support to employees with non-culpable (innocent) absenteeism. The Board procedure (link below) defines non-culpable absenteeism as occurring when an employee, through no fault of their own, is absent from the workplace for medical or personal illness reasons.

The Board threshold for entrance into this program (at this time) is 14 days, in a given school year. Absences due to Care days, WSIB, LTD, government publicly declared pandemic days, pregnancy/parental leaves or unpaid personal emergency leave will be excluded. Medical absences approved through Abilities and Wellness will also be removed. If the absence tally still exceeds 14 days, the employee will enter the “review” phase of the program and receive a letter.

This year this process saw 709 members potentially receiving letters drop to 395.

The review phase might be followed by entry into phases 1,2, or 3 of the ASP. No Teacher is presently beyond stage 1. It is not until stages 2 and 3 that the Board requires meetings.

If a Teacher is at any stage of the program and drops below the 14-day threshold for one year they will not advance to the next phase. If they remain below the threshold for two consecutive years, they will be removed from the program.

If you have any questions about the policy or procedures associated with this program please contact Board employee Vicki Awde at v.awde@tvdsb.ca. If you have questions or concerns about the calculation of your tally of absent days, and/or believe days should be removed from your tally due to medical or other reasons please submit these inquiries to medicalnote@tvdsb.ca.

Any further questions regarding this program can be directed to Dale Napier ETFO Vice President at 519-474-3150 or dnapier@etfothamesvalley.com.

Upcoming Events

- October 17 New Teacher TPA Workshop
- October 30 Retirement Planning Workshop
- November 1 New Teacher Event
- November 1 Experienced Teacher TPA Workshop
- November 14 New Teacher Event
- November 15 ETFO TVTL General Meeting – Hellenic Centre

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, October 13 at 6:00 p.m. **until** Sunday, October 15 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 phone at 519-474-3150, or by email at etfotvtl@etfothamesvalley.com