

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: November 11, 2022
Regarding: **Weekly Update (8)**

CUPE and Bill 28 Repeal

ETFO Thames Valley Teacher Local continues to strongly support the efforts of our CUPE colleagues to secure fair collective agreements through free and fair collective bargaining.

CUPE 4222 and CUPE 7575 acknowledged, and very much appreciated, the support of Teachers at protest sites on November 4 and 7. Thanks to all who joined protests on those days.

Premier Doug Ford has indicated that Bill 28, the Keeping Students in Class Act, 2022, will be repealed on Monday, November 14.

Sick Leave Information and Update Regarding Sick Bank Refresh

After considerable delay, all ETFO Members in Thames Valley should now have the ability to view their updated sick bank count within their employee portal. You should be able to view your allotment of sick days, STD days, and top up days within your Employee Portal by clicking on "view my sick leave".

A 1.0 FTE Teacher receives a sick bank each school year of 11 sick days and 120 Short-Term Disability (STD) days. This refreshes each year on the first day of school unless the Teacher remains off work from an illness continuing from the previous year. If this is the case, the Member must work 10 consecutive days before the sick bank refreshes. The 11 sick days are paid at 100% salary. The 120 STD days are paid at 90% salary. The STD days can be topped up to 100% pay if the Member has top up days. Top up days are days left over from the previous year's 11 sick leave credits. Each of these days becomes a top up day and moves 10 STD days to 100% pay.

Hoping all Members remain healthy and well. Please look after yourself, your health and your family.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, November 11 at 6:00 p.m. **until** Sunday, November 13 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.

For more information regarding this **Communiqué**, please contact the Local office by email at 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

"The Collective Agreement is the rule book, not a guidebook."