

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: November 18, 2022
Regarding: **Weekly Update (9)**

CUPE Strike November 21

The ETFO Thames Valley Teacher Local (ETFO TVTL) supports CUPE 4222 and CUPE 7575 in their effort to secure a fair collective agreement through free and fair collective bargaining.

CUPE has indicated there will be a full withdrawal of services on Monday, November 21 if a tentative agreement has not been reached by Sunday, November 20 at 5:00 p.m.

TVDSB Pivot to Synchronous Teaching and Learning

In the event of a CUPE strike on Monday, November 21, the Ministry of Education has directed school boards to pivot to online synchronous teaching/learning if in person teaching/learning is not possible. A link to the Ministry of Education memo accompanies this Communiqué.

The Thames Valley District School Board (TVDSB) will pivot to synchronous teaching/learning.

ETFO TVTL does **not** support the pivot to online teaching/learning and has filed grievance on the pivot to synchronous teaching/learning, the use of virtual platforms, and Policy and Program Memorandum (PPM) 164.

ETFO Provincial Advice

- ETFO members are legally obligated to attend to regular work duties as employees of their school board/educational organization.
- ETFO members should refrain from doing any work that is normally performed within the CUPE bargaining unit.

A link to the full ETFO Provincial CB Newsletter accompanies this Communiqué.

ETFO Thames Valley Teacher Local Advice

It is the expectation that the unfortunate pivot to, and implementation of synchronous teaching/learning will be soft and supported with reasonable expectations.

DECEs will be absent from kindergarten programs. Teachers should refrain from doing any work that is normally performed by the DECE. ETFO TVTL recognizes that this situation compromises the overall integrity of the kindergarten program and will be filing grievances accordingly.

ETFO Thames Valley Teacher Local Advice – continued...

TVDSB has determined that students in congregated special education classes cannot be accommodated safely in schools and will be taught synchronously as able.

- Monday, November 21 is a workday for Teachers.
- There is an access protocol granting permission for ETFO Teachers to access picketed worksites. A link to CUPE picket locations, and to the access protocol accompanies this Communiqué.
- Teachers are encouraged to join CUPE pickets before and after school, and during lunch break. Teachers are also encouraged to wear purple in support of our CUPE colleagues.
- Teachers will follow their regular timetables.
- The provisions of the collective agreement are in full effect.
- There will be no cancellation of Occasional Teachers.
- Remote teaching/learning is a blend of synchronous/asynchronous activities. Neither Teachers nor Students are expected to spend an entire school day on camera. This should look akin to what was undertaken in the 2020-2021 school year.
- Teachers can work at school but should advise the Principal if working remotely off-site.
- Teachers are reminded that they have the right, under the Occupational Health and Safety Act, to refuse unsafe work. Concerns in this regard should be forwarded to the ETFO TVTL Local office.

Violations of the collective agreement must be reported to the Local office immediately.

Bill 28 Repeal

Bill 35, An Act to Repeal the Keeping Students in Class Act, 2022, was passed, and given Royal Assent, on Monday, November 14.

Ontario Teachers' Pension Plan (OTPP) Reduced Workload Resource

A link to the OTPP Reduced Workload Resource accompanies this Communiqué.

Past, Present, and Future Associate Teachers

The Faculty of Education at Western University is hosting a celebration of Past, Present, and Future Associate Teachers on November 30. A link to the event accompanies this Communiqué.

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, November 18 at 6:00 p.m. **until** Sunday, November 20 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:

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.

Recognizing that the uncertainty of the times is distressing for Teachers, we should trust in our professional judgement and considerable experience with remote teaching and learning. Concerns will be addressed. Teachers will teach. Students will learn. We fight on.

Thank you for all that you do.

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