



# **Workplace Stewards' Training**

**Thursday, September 29, 2022**

## **Why the Collective Agreement Matters**

*Mike Thomas, First Vice President*

*Mark MacLeod, Chief Negotiator/Grievance Officer*

*ETFO Thames Valley Teacher Local*

# Past Practice, New Practice and Estoppel

## a) Preparation Time

- ▶ The Principal is having a challenging time scheduling the preparation time within the school. After discussing the problems with the in-school staffing committee, it is recognized that the French Teacher has 2 preps of 15 minutes each, and many staff have only 230 minutes of preparation time. The in-school staffing committee cannot figure out how to make the time work. The Principal presents it to the Workplace Steward who agrees that 230 minutes is sufficient.

## **b) Kindergarten Timetable (MoS)**

- ▶ **At MacLeod Public School the Kindergarten Team (Teacher, ECE, EAs) find that they are having too much instructional time being used because of the time it takes students to enter/exit the building during recess (i.e. snow pants). The Kindergarten Team decides to create an alternative timetable different than the regular school (which is on a traditional day). The timetable has the students only go out for 2 breaks (30 minutes each), and the 'outdoor education' of 40 minutes is attached to the afternoon break. The Teacher takes her lunch break during the morning break (20 minutes of which is during the 'recess' and 20 minutes is during 'instructional time'). The ECE covers the class during this 20 minutes.**

**What problems do you see with this scenario?**

**What questions do you have?**

### **c) Working Conditions**

- ▶ **The Principal organizes for the TOSA to come into your school and provide training on DRA as a lunch and learn session.**

**What problems exist with participating in this?**

## **d) Electronic Communications**

- ▶ **One Sunday morning, you wake up violently ill. You send your Principal an email indicating you won't be at school on Monday because you are sick. Your Principal writes back asking for your lesson plans. You write back that your lesson plans are on your desk but you gather and provide additional materials and send that as well.**

**What problems exist with this scenario?**

## **e) Problems with the Report Card System**

- ▶ During the report card writing day (on one wintery January day), Teachers arrived at their sites to spend their time working on assessment, evaluation, and inputting comments into the report card system. Unfortunately, at some locations the internet was down and at other sites the program was not working. This is not the first time these technological issues have happened.**