

COLLECTIVE BARGAINING: Despite challenges occurring at the Central Bargaining Table, our CB Committee has been able to be productive throughout the year, which has resulted in a lot of positive work being done this year. We as a team have put in a great deal of hard work and countless hours to bargain locally on behalf of Algoma members. Meaningful discussions with the ADSB have taken place over the past couple of months, with a few key local issues being addressed, and another date set to bargain in the very near future. The team's dedication, hard work, research ability, and flexibility will continue in future bargaining dates and meetings.

EARLY YEARS: The ADETFO Early Years Committee met on November 13, 2014. We developed a survey for our Early Years educators asking how the committee could better assist them, asking them if they would be interested in attending a spring workshop and if they would be willing to share any resources/books that they have found particularly helpful in their work. We discussed creating an Early Years Corner in the ADETFO newsletter which would highlight Early Years resources, websites, books and upcoming events. We began planning a spring workshop for our Early Years educator teams after receiving the survey responses. On Saturday May 2nd, Tracy Pickard (OCT) and Cheryl Emrich (DECE) from the Waterloo local presented a workshop entitled "From Covering to Uncovering the Curriculum". 26 teachers and ECE's registered to attend.

POLITICAL ACTION/PUBLIC RELATIONS: The Political Action Committee funds ADETFO's yearly membership to the SSM Labour Council through its annual allotted budget. Two members of the PA Committee each had the opportunity to attend one of the SSM Labour Council meetings. Committee members, fellow ADETFO members and local labour partners participated in the 2013 Labour Day Celebration. The Political Action Chair attended ETFO Leadership Conference in September. In anticipation of a Spring Provincial Election, a member of the Political Action Committee travelled to Sudbury to attend CLC's Pre-Election Training in April. Remember to get out and exercise your right to vote on June 12th!

SOCIAL JUSTICE & EQUITY: The Equity and Social Justice Committee raised almost \$700 for St. Vincent place by participating in The Coldest Night of the Year Walk in February. The Committee has also been meeting with A.D.S.B. staff in order to coordinate the release of a variety of resources and upcoming workshops. We welcome this opportunity to work with A.D.S.B. in our effort to promote equity in our classrooms. Join us on July 18th, as A.D.E.T.F.O. walks with Pride in the Rotary Parade.



President's Message... 2014-2015 has proven to be another very busy and productive year! This is an incredibly rewarding time of year as we celebrate our successes and pause to reflect on all that has been accomplished by our members, our committees, our Stewards and our Local. In addition to all that you do as teachers, you have volunteered your time and committed to creating not only a better ETFO but a better society for all. Together, we have worked tirelessly on the following:



- Bringing awareness to women's health issues;
- Empowering young girls and recognizing their accomplishments at graduation;
- Providing teachers and schools with valuable resources on human rights issues;
- Removing barriers and advancing the conversation on social justice and equity;
- Addressing the needs of Special Education teachers and providing bursaries to students with special needs;
- Addressing violence and harassment in the workplace and training Reps on inspections, reporting protocol, risk assessment and safety planning;
- Providing PD for Early Years' educators/ELKP teams and PD for FSL teachers through joint committee work and co-sponsorship;
- Sponsoring Labour Day in Sault Ste. Marie;
- Educating members on candidate platforms during Municipal elections and participating in Labour Council and CLC training;
- Conducting local elections and piloting electronic voting;
- Building relationships with affiliates and partnerships with the board;
- Recognizing support staff and community volunteers with ETFO awards;
- Researching and piloting new technology to improve communication within the local;
- Surveying members and preparing a preliminary submission reflecting member priorities and values and bargaining in good faith with ADSB;
- Creating a Staffing Task Force (ADETFO and ADSB) in preparation for local bargaining;
- Improving communication with members – creation of an all member email system and a new Algoma ETFO Facebook page;
- Member engagement and leadership at the provincial level – ADETFO members serving on various Provincial Committees, AGM and Union School;
- Partnership with SSM & District Labour Council ~ Sponsorship of the Governor General Leadership Conference ~ Northern Ontario Study Group;
- Providing donations to numerous community based organizations as well as International organizations benefitting children and supporting human rights;

In Algoma, we have committed to continuing to improve communication and making social justice and equity a priority in everything that we do. We continue to work together to provide valuable PD, to ensure worker safety and to uphold the rights in our Collective Agreement.

As this year school year comes to an end, we find ourselves without a contract and once again confronting attacks on our union and on our profession. OPSBA and the Liberal Government have tabled numerous strips to collective agreements. They have not demonstrated respect for professional judgment, teacher autonomy, or working conditions, nor do they care about the students of Ontario.

Our success as a local and as a Federation will depend upon our commitment to one another. With every action and decision, we need to remain focussed. We cannot forget those who came before us or those who will come after us in Education.

We will move forward together with strength and solidarity and we will do whatever it takes to uphold our Collective Agreement rights and to protect publically funded public education.

It is our unity within ADETFO and our solidarity with our labour partners that will make the difference.

~ "Either we are pulling together or we're pulling apart. There's really no in between." ~

In Solidarity,
Kelly

ADETFO EXECUTIVE

Kelly Holley, President
Doug Coulter, Vice-President
Beth Reed, Treasurer

SAULT STE. MARIE

Kari Buie
Lee-Ann Matteau
Ann Ciaschini

CENTRAL ALGOMA

Lee Mason

CHAPLEAU

Christine Waugh

MICHIPICOTEN

Shannon Charrette

NORTH SHORE

Amanda Naccarato

HORNEPAYNE

Sean Seccareccia



Provincial Committees

Sean Seccareccia - Collective Bargaining Committee

Nicole Mitchell - Professional Relations and Discipline, Functionary (AGM)

Lee-Ann Matteau - Awards

Susan Ritchie - Resolutions Assistant (AGM)

Angela Coccimiglio - French as a Second Language

Kari Buie - Presenter - Everyone is Able

Kelly Holley - Provincial Executive, Awards Task Force 2015, OFL Delegate, CLC Delegate and CTF Delegate

ETFO Committees for 2014-2015

AWARDS Beth Reed - Chair, Sean Seccareccia, Kelly Holley

HEALTH, WELLNESS & SAFETY Brian Christianson - Chair, Michele Hillstrom, Krista Lappage

PROFESSIONAL DEVELOPMENT Kari Buie - Chair, Maureen Baldwin, Mary Jin Moore, Denise Berg

FRENCH AS A SECOND LANGUAGE Angela Coccimiglio - Chair, Jean-Marie Wissell, Victoria Burzese, Jennifer Mathison

ELECTIONS Lee Mason, Norma Rivet, Nicole Mitchell

STATUS OF WOMEN Lee-Ann Matteau - Chair, Allison Corbett, Leanne Cavaliere, Karen Russon Offidani

COLLECTIVE BARGAINING Kelly Holley - Chair, Sean Seccareccia - Chief Negotiator, Doug Coulter, Nicole Mitchell, Lee Mason,

EARLY YEARS Jane Vienneau - Chair, Sarah Missere, Amy Marchand, Jennifer Chandor Hall

SOCIAL JUSTICE & EQUITY Annette Aitken - Chair, Natasha Cole, Kim Scott

SPECIAL EDUCATION Cass Swift - Chair, Corinna Briglio, Bill Taylor, Shaun Labine

POLITICAL ACTION/PUBLIC RELATIONS Natalie Fawcett - Chair, Shelly Predum, Linda Symboluk

DISTRICT REVIEW Kelly Holley - President, Doug Coulter - Vice-President

Committee Reports



AWARDS: In April, the Committee met to review nominations and select this year's local award recipients. The Awards Committee would like to encourage all members to participate in our local Algoma ETFO Awards nominations in 2015-2016. Congratulations to the following recipients:

Margaret Gauvreau ~ ADETFO Outstanding Bus Driver Award

Susan Lowen ~ ADETFO Outstanding Bus Driver Award

Gordon Thompson ~ ADETFO Support Staff Award

Craig Rutherford & Team ~ ADETFO Support Staff Award

Amanda Albo ~ ADETFO Volunteer Award

HEALTH, WELLNESS & SAFETY: This year the Health, Wellness and Safety Committee met several times throughout the year to get updates from the Joint Health and Safety meetings and plan for a district wide H/S Rep. workshop. The focus for the year was on safe schools and violent incidents.

In February, the Committee hosted a workshop for all ADETFO Health, Wellness and Safety Reps. Valence Young, Provincial Staff Officer provided attendees with a PowerPoint presentation, a review of violent incident reporting forms, safe schools. Thank you again to all the members of this committee for their ongoing commitment to keeping members safe in their workplace.

PROFESSIONAL DEVELOPMENT: This past fall, the PD Committee collaborated with and contributed funds to the FSL Committee for a half-day French teachers networking session. This Spring we also helped to facilitate a full-day session for the Early Years Committee. As usual, the committee has approved all funding requested by individuals who have chosen PD specific to their needs.

ELECTIONS: The Elections Committee has been very busy this year with elections for **Unit Representatives**. To ensure that future elections continue to be conducted with efficiency and accountability, we welcome input from our members. Electronic voting was also piloted this year.

FRENCH AS A SECOND LANGUAGE: The FSL Committee planned and sponsored a half-day PD session for French teachers. This was a Round Table Discussion which focussed on the new FSL Curriculum, sharing of best practices, integration of Technology and connections to reading strategies used in the English classroom. Vive le français!

STATUS OF WOMEN: Our committee continues to support and empower girls and women from our city and around the world. This year, we purchased 2 wonderful books for each school. Every Day is Malala Day and Because I Am A Girl can be found in every school in ADSB. We also donated money to Plan Canada to help with literacy programs in the Third World. We strongly believe in the power of literacy and education for all. The rights of women and children are basic Human Rights. We offered the Grade 8 Girls Graduation award for the 6th year. This award recognizes ADSB female graduates who are making a difference. Our new program for the year was the "Knowledge is Power" speaker event. Jane Vienneau and Gayle Manley presented a wonderful program developed by Ovarian Cancer Canada. The event was held at the Grand Gardens and featured a wonderful dinner and prizes. A portion of ticket sales was donated to our local Cancer Society. Thanks to all members for all the work you do to support women every day.

SPECIAL EDUCATION: This year the Spec. Ed Committee has been critically examining the roles and responsibilities of Special Education and Resource Teachers. The committee has been meeting and is currently working on developing a survey questionnaire to gather information and feedback from the SERT's in regards to understanding their role in schools, their workload and needs expressed by colleagues. The committee and chair have been working with ADETFO to have this survey approved by ADSB and to get it to SERT's before the end of the 2014-2015 teaching year. The Committee approved nine \$100 Special Education Bursaries/Scholarships for students moving onto secondary education.