



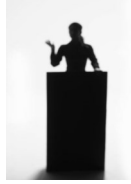
# ADETFO INFO

PRESIDENT'S MESSAGES

April 2013

## 'Tis The Season For Staffing:

### *The Staffing Process (simplified!)*



**EXCESS AND SURPLUS** – Principals will be informed of the final school organization and will identify excess (minimum of 5% of members) and surplus staff **prior to April 15<sup>th</sup>**.

**SCHOOL COMMITTEES** - No later than **April 15<sup>th</sup>**, School Committees (Principal, Vice-Principal, Steward and a max. of 2 other teachers elected from staff) will meet to review and discuss staff assignments. The principal will inform the Committee of final assignments prior to making a formal announcement to staff.

**SPECIAL POSITIONS** (step 3) - will be posted for 5 days ie. SERT, LSL. **\*\*Competition based.** (See pg. 28 of the collective agreement for the full list.)

**STAFFING CALLS WILL BE MADE** (Step 4-6) **\*\*\***(Based on seniority and qualifications)

**PLEASE NOTE ---ALTERNATE PHONE NUMBERS MUST BE PROVIDED TO PRINCIPALS, BRENDA O'NEILL AND KELLY HOLLEY if you will not be at your school/worksite that day.**

- LEAVE RETURNS
- BOARD INITIATED TRANSFERS
- SURPLUS
- TRANSFER REQUESTS
- PART TIME TO FULL (and vice versa)

**FIRST GENERAL POSTING** – (Step 9) **competition based and open to ALL contract members.** **\*\*\*Interviews will be held where warranted.**

**SECOND GENERAL POSITING** – (Step 10) **competition based and open to ALL contract members.** **\*\*\*Interviews will be held where warranted.**

**THESE STEPS NEED TO BE COMPLETED BY MAY 20<sup>TH</sup>.**

**\*\*Note** – The Board shall place excess members to the system into vacant positions within the system on the basis of seniority and qualifications.

## FYI ~ Your Federation continues to be involved in Political Action activities!

- Four delegates from ADETFO attend monthly meetings of the **Sault Ste. Marie and District Labour Council**. If you are interested in being a delegate call Kelly.
- Your Federation Reps are actively participating in a **Canadian Labour Congress community-based coalition for the Algoma region** in an effort to push for progressive change and elect a progressive government in the next federal election that truly represents the needs of workers. The coalition is working to expose the Conservative MPs for all the policies they support which negatively affect workers, their families and communities in the next federal election.
- ADETFO joined labour partners in the **"Melt the Freeze" Campaign** to raise minimum wage in Ontario. A block of ice with \$10.25 inside was delivered.
- ADETFO members participated in a rally in front of City Hall along side labour partners in February when Premier, Kathleen Wynne, and Cabinet Ministers attended a Northern meeting Sault Ste. Marie.
- Kelly and Doug met with the Hon. Liz Sandals and M.P.P. David Oraziotti on Friday evening (March 1st). Please see your Steward for specific details of the conversation ~ sent via e-mail.
- ADETFO invites all members to help fill the gallery at City Council on **April 22nd at 4:30** (a short presentation) for the **Day of Mourning**.

**\*\*\***The number and rate of workplace fatalities in Canada, even from accidents, is unacceptably high. We have failed to make progress in reducing the number and rate of workplace deaths. We have some of the best health and safety laws in the country, yet the number of workers who lose their lives continues to increase. In many jurisdictions, the monitoring of labour and safety standards has been drastically cut back, or even replaced by "voluntary" industry compliance.

**Canada can do much better!**

Please RSVP 705-942-3379 or [adetfopres@shaw.ca](mailto:adetfopres@shaw.ca) if you can come out and show solidarity with our labour partners for this very important local presentation.

**IF YOU ARE INTERESTED IN BECOMING INVOLVED IN LOCAL POLITICAL ACTION ~ CALL THE OFFICE!**



## CALL FOR ADETFO COMMITTEE APPLICATIONS

**ADETFO Committees:** As per policy: there shall be no more than 4 members per committee and no less than 3 members to be considered an active committee.

- Awards
- French as a Second Language (F.S.L)
- New Members
- Professional Development (P.D.)
- Status of Women
- Early Years
- Health, Wellness & Safety
- Political Action
- Social Justice & Equity
- Special Education

**A reminder to all present committee members:** Members serving on committees **must re-apply** indicating their interest to continue.

Members wishing to become actively involved in any of the committees listed above are encouraged to apply.

The term for each committee is two years. Committee applications will be in all schools/worksites on/or before **May 1, 2013** and will be available at the ADETFO AGM **May 11, 2013**.

**The PD Committee is planning an after school event in May. Watch for the flyer coming soon!**

**Did You Know this is a Unit Rep. Election Year?**

Are you interested in becoming an ADETFO Executive Member?

Your ADETFO Elections Committee will be sending details to your Steward shortly. Watch for these details on your ADETFO Bulletin Board!

### Short Term Disability Sick Days 101

As of Sept. 12, 2012, permanent employees are eligible for 11 sick days at 100% salary plus 2 additional days that can be used for top up purposes. This effectively gives a member 31 days at 100% salary. Also any unused sick days this year may be carried forward to be used as "top-up days" for next year. Feel free to contact the office any further clarification required. **705-942-3379**

### Recent donations made by ADETFO :

Easter Seals ~ \$150

Make-A-Wish Foundation ~ \$150

## Dates to Remember! ~ Mark your Calendars~

- School Effective Framework ~ Starts Mar. 26  
\*\*ADETFO President or VP will be on site during SEF days.
 

March 26	Ben R. McMullin	8:30 a.m.
April 5	Wm. Merrifield	8:30 a.m.
April 16	Grand View	8:15 a.m.
April 23	Johnson Tarbutt	8:15 a.m.
May 10	Pinewood	8:15 a.m.
May 14	Anna McCrea	8:15 a.m.
- Zonta Club "Hope for our Missing Aboriginal Sisters" with Michele Audette ONWA ~ Apr. 14, Water Tower Inn. 1-3 p.m. \$20 per ticket.  
(See ADETFO Bulletin Board for further details).
- Reports to be submitted by ADETFO Committee Chairs for Annual Report ~ Apr. 19
- Secretary's Day ~ Apr. 25
- P.A. Day ~ Ministry Focus ~ Apr. 26
- Rep. Council Toronto ~ May 1-2 (Kelly & Doug attending)
- ADETFO Social Justice & Equity Conference for Men ~ May 3-4 Toronto
- Algoma Local Annual Meeting ~ May 11
- Staffing Deadline ~ May 20
- Victoria Day ~ May 20
- ADETFO Unit Retirement Dinners ~ May (dates TBA)
- Deadline for Committee Applications ~ May 30
- PA Day ~ Report Cards ~ Jun. 10
- Last Day of School ~ Jun. 27
- PA Day ~ Jun. 28

## ADETFO ANNUAL MEETING

*You are invited to the ADETFO Annual Meeting!*

**WHEN:** Saturday, May 11, 2013  
**WHERE:** Comfort Suites & Conference Centre  
**TIME:** 10:00 a.m. ~ 1:00 p.m.

Watch your ADETFO bulletin board for further details coming soon!