



# ADETFO INFO

February 2014

## President's Message:

### How the Local Works on Your Behalf

Happy New Year to everyone! 2014 has certainly brought some bone chilling weather and far too many indoor recesses! We've also seen an increase to OCT fees and the uncertainty around March 7<sup>th</sup> remains. Aside from all of that, a Spring Election is looming. On a positive note, it has been great to see so many of you in your environment as we continue to do School Visits. There are many wonderful things going on at the Local level. Provincially, it has been great to be part of the important decision making on things like the 2014 Election Strategy and the 2014 Collective Bargaining Strategy. I enjoy being a voice at the Provincial Executive table for Algoma, the North and for our 76,000 members around the Province. I am learning a lot and gaining new insight on a variety of topics which benefits the Algoma Local. The following will bring you up to speed:

**HEALTH & SAFETY** Since the last newsletter, your Local Released Officers and your Local Executive continue to work on your behalf to protect the provisions in the Collective Agreement and the OHSA. We have been working diligently to ensure that ETFO members are safe in the workplace. Completing **ADSB Violent Incident Reports** and Ministry **Safe Schools** reporting forms are the first step in protecting yourself and the students in your care. In the absence of consistent reporting and proper documentation, it is difficult to protect members and obtain necessary resources for students to allow them to be successful. It is a teacher's duty to report all violent incidents (which include not only physical assaults but also verbal threats etc.). It is also important to remember not to put yourself in harm's way. Keep a safe distance and ensure your own safety and your student's safety. Know how to summon immediate assistance and have back up plans. Remember to always inform occasional staff of potential risks and safety plans as well. Finally, completing ABC forms may be part your documentation, however, they are not sufficient in reporting violent incidents. Stewards and Health and Safety Reps received training on this in the Fall and they are good resources within your schools if there is uncertainty about form completion. The forms should be readily available in the "yellow folder" in your school and your administrator should ensure/require completion of the appropriate form. Remember that **Safety Plans** need to be revised following violent incidents. Every reasonable precaution needs to be taken to avoid risk of injury. All other Health and Safety concerns should be reported immediately to administration and **Hazard Forms** or **Exposure Forms** completed when necessary. Health and Safety should be a staff meeting agenda item every month. Staff should feel comfortable to discuss concerns related to violence and workplace hazards. Please contact Kelly or Doug anytime renovations or construction is being done in your school. Everyone needs to take responsibility for the workplace environment to ensure that it is safe. It may seem time consuming to fill out reports but it is the only way to ensure safety and workplace protection. Good reporting saves everyone time in the long run!

All forms are also available on the ADETFO website [www.adetfo.on.ca](http://www.adetfo.on.ca)

**Repetitive Strain Injury Workshop** – There will be a Repetitive Strain injury Course offered in Sault Ste. Marie, on Feb. 27, 2014. The cost of the course is \$20.00 per person. Location to be determined. Please call the office or email Kelly or Doug if you are interested in taking this course.

**Awards Dinner**- The Labour Council Health and Safety Dinner will take place on April 23, 2014. It will be held at Grand Gardens (6:30 p.m.). Tickets are \$25.00 per person. Please let the Local office or one of your Health & Safety Committee Reps (Brian Christianson, Krista Lappage, Michele Hillstrom, Jim Beckerson) know if you are interested in attending and we can put an ETFO table together. Nominations forms are also available at the ADETFO office. Individuals or groups may be recognized. I encourage you to recognize, your Health and Safety Activists. Forms must be returned by March 23, 2014

**POLITICAL ACTION** -The ETFO Provincial Executive has approved the 2014 Election Strategy which will be presented at the February Rep. Council meeting. Kelly and Doug also participated in provincial training on Jan. 29 on the CLC **Together Fairness Works Campaign** which will be implemented in all Locals. Watch for details coming soon. Local Released officers value the strong relationship that we have with affiliates and we continue to represent ADETFO on the Sault Ste. Marie and District Labour Council. A schedule of 2014 monthly meetings is now available if you are interested in attending a meeting as a delegate. Our partners in labour share common goals and concerns. Together we are strong! Currently, we support our CUPW brothers and sisters as they have faced strike and lock out situations and now the recent cuts to home delivery service. These cuts impact members of our community, especially the elderly and disabled. ADETFO was present in supporting our colleagues as a motion went forward to **City Council on Feb. 3<sup>rd</sup>** that the City of Sault Ste. Marie call on the Gov. of Canada to stop these devastating cuts. If you were unable to attend the presentation at City Hall on this date, please take a moment to send the Council Member in your Ward an email encouraging him/her to support the motion going forward. (A package including the motion and Council information has been emailed to Stewards for quick reference.) A motion will also go forward at this meeting to apply the Westray amendments (mine disaster in Nova Scotia). These amendments hold corporations criminally responsible for health and safety of workers.

**COLLECTIVE BARGAINING** -The new CB team is now in place. The first meeting took place on Jan. 27<sup>th</sup>. Our new local Chief Negotiator for the 2014 round of bargaining is Sean Seccareccia. Sean brings knowledge, skills and experience from the last round of bargaining as a member of the Local Table Team.

Bill 122 (The School Boards Collective Bargaining Act passed second reading in Dec. This process has been stalled as the Sub-Committee has not met (reportedly because the two PC members on the committee have not attended the meetings). We could be headed into an election without the Bill being put forward for 3<sup>rd</sup> reading. Much uncertainty exists and we will keep you posted.

**RETIREMENTS** -To date we have received 4 notices of retirement (2 of which were under the ERIP).

**STAFFING** -Please remember to submit all requests for transfers and changes in assignment by the March 1<sup>st</sup> deadline. It is important to cc. the ADETFO office and it would be greatly appreciated if a copy of your OCT record is attached. Thank you!

*Continued on reverse*

**President's Message Continued:**

**LOCAL EXECUTIVE** - Please note that all meeting minutes are posted on the website. Your Local Executive will participate in a joint planning session in Sudbury with the Rainbow Local and ETFO facilitators on April 25-26 focusing on goals, priorities, and policy review. Important Dates to Remember are also posted on the website. The local Annual Meeting will take place **Wednesday, May 28, 2014 ~ 6:00 p.m. - 8:00 p.m.**

**COMMUNITY DONATIONS** - In addition to the wonderful initiatives that the Status of Women Committee and the Social Justice and Equity Committee are currently running to support St. Vincent Place and the Women in Crisis Shelter, the local Executive recently approved donations to the following:

1. The **Heart and Stroke Volunteer Dinner** (celebrating community volunteers)
2. The **Law Enforcement Torch Run** (proceeds allow local disabled children to have their dreams come true by attending the Special Olympics).

See the website [www.adetfo.on.ca](http://www.adetfo.on.ca) for a complete list of donations.

**Joint Health and Safety Committee:**



Welcome Patty Bernath, to the Joint Health and Safety Committee. Patty will be joining current *ADETFO members as Rep for our Northern Region* (Wawa, Chapleau and Hornepayne).

Patty joins, Brian Christianson, Jennifer Mathison and Karen Russon Offidani.

**Sault Unit Cares**

We've updated our Goodwill procedures for 2014. Stewards, please contact Ann Ciaschini at Kiwedin, Kari Buie at Pinewood, or Lee-Ann Matteau at Isabel Fletcher if a member at your workplace is off work for more than 5 weeks due to serious illness.



**Monthly Tim's Draw:**

Looking for information or updates? Follow **Kelly Holley, President** on Twitter.



Members who sign on as followers will be entered into a monthly draw for a Tim's gift card!

**Your ADETFO Social Justice & Equity Committee**

would like to thank all the schools who generously donated socks, mittens and toiletries to St. Vincent Place in December. The office staff were very grateful and assured us that the supplies were much needed. December was a very busy month for all teachers and we appreciate you taking the time to help out in the community.

- Annette Aitken, Chair, Grand View P.S.
- Natasha Simonen, Grand View P.S.
- Kim Scott, Pinewood P.S.

**2014 ADETFO Collective Bargaining Team:**  
Working hard for all ADETFO Members



- Kelly Holley**, President, ADETFO
- Doug Coulter**, VP, ADETFO
- Sean Seccareccia**, Northern Rep.
- Lee Mason**, Eastern Rep. (North Shore/Central Algoma)
- Nicole Mitchell**, Central Rep (Sault Ste. Marie)

**THINKING OF A TRANSFER**



**Staffing Processing Guidelines** have been sent to your Steward. Please ensure that you receive a copy from your steward to review this process if you plan to request a change in assignment.

**NOTE:** Deadline for application for transfers, or change in assignment from part-time to full-time or full-time to part-time is **March 1st**.

Call **705-942-3379** or by email to [adetfopres@shaw.ca](mailto:adetfopres@shaw.ca), [adetfovp@shaw.ca](mailto:adetfovp@shaw.ca) if you have any questions or need advice.

**ADETFO Awards**

Nominations are being accepted for:

- ~Support Staff
- ~Outstanding Bus Driver
- ~Innovative Educator
- ~Humanitarian
- ~Volunteer

**Nominations Due: March 31st.**

Visit the ADETFO website for criteria and applications or contact **Kitty Zorzi, Office Manager** for a copy 705-942-3379 or by email: [kzorzi@shaw.ca](mailto:kzorzi@shaw.ca)

**COLDEST NIGHT OF THE YEAR**

**February 22, 2014**

Bundle up and walk with us on Feb. 22 in the Coldest Night of the Year, a 2, 5 & 10 km fundraising walk in support of **St. Vincent Place** and the hungry, homeless and hurting in Sault Ste. Marie. The walk begins and ends at St. Vincent Place, located at 222 Albert St., East. **It's cold out there!**

Event. Dir.: Jennifer Sarlo  
Phone: 705-942-5805  
Email: [sarlojen@gmail.com](mailto:sarlojen@gmail.com)  
Walk\*lead a team\*volunteer\*give