



# ADETFO INFO

February 2012

## A MESSAGE FROM THE PRESIDENT:

As bargaining approaches, we continue to be reminded about the current economic situation and we are well aware of the targeting of public services for deficit reduction. 2011-2012 is a year to **EDUCATE, MOTIVATE** and **ACT!** Collective bargaining training has taken place with your Local Executive, Stewards and the Collective Bargaining Committee. Your Benefits Committee has also been busy creating surveys and compiling data for our preliminary submission. Your input is heard and valued! Every one of us needs to be informed by asking questions, attending meetings, reading collective bargaining updates, talking about issues with colleagues, Stewards, Unit Reps, and the Local office.

Recently, our provincial leadership met with the Minister of Labour and the Minister of Education. The following issues continue to be highlighted: **the 2% wage disparity**, the excessive number of diagnostic assessments our members are required to administer, class size (in full day Kindergarten and Gr. 4-8), workplace violence, reporting of violent incidents, implementation of the Ontario Health and Safety Act. Ongoing concerns around EQAO and the Student Achievement Division were a focus of discussion. The government has not yet determined whether we will proceed with a provincial discussion table for the 2012 round of negotiations (a model that was used in the last two rounds of negotiations).

Our President, Sam Hammond, reminds us that we should not expect to receive anything that we have not prepared to fight for! Soon you will find a cash register on the ETFO website. This will show you how much ETFO members lost due to the 2% penalty imposed in the last round of bargaining compared to our colleagues around the province. This penalty saved the government approximately \$300 million and must be addressed in this round of bargaining.

ETFO's Submission to the Commission on the reform of Ontario's Public Services addresses the planned cuts to education. The Federation cautions against targeting public services as the primary strategy for debt reduction. The following were highlighted:

- The Federation expects to negotiate a rate of increase for members that does not go below the current rate of inflation and keeps members' salaries comparable to the salaries of secondary colleagues and those employed in the French and Catholic school systems.
- Programs such as Special Education, the arts, ESL, design & technology, and physical education continue to be short changed at the elementary level. Per pupil grants were considerably lower than grants for secondary students.
- Smaller class sizes = significant benefits for students and full-day Kindergarten is linked to student growth and academic success in later years.
- **EQAO and the testing culture takes \$34 million from the annual budget** (moving to a 2 year moratorium, eliminating the test, testing on a two or three year cycle or random sampling testing) would allow for a reduced deficit.  
\*The focus should be on supporting teachers as they provide ongoing feedback on student progress.
- The Ministry could achieve considerable savings by eliminating, temporarily suspending, or dramatically reducing the various initiatives. **\$33 million is allocated to initiatives such as OFIP and \$11.4 million to the School Effectiveness Framework** (another initiative linked to student performance on EQAO tests). Significant funds are also provided for TLCP's. More focus on a balanced program is needed.

**CONCLUSION:** An assault on public sector jobs or salaries will do little to support economic recovery in the province!

A series of province-wide hearings will be held to hear from people who value public services and tax fairness. Everyone is encouraged to attend the hearing in **Sault Ste. Marie on February 14<sup>th</sup> (7:00-9:00 p.m. Location TBA).**

**BE INFORMED!**

*www.ControlYourFuture.ca*

*Kelly*

# UPDATE

On **Monday, January 23, 2012**, Executive and Collective Bargaining members met with Provincial staff officer Michaela Murphy for a CB presentation outlining ETFO's strategy for the upcoming round of negotiations. Items presented and discussed included a comprehensive overview of ETFO's "**Control Your Future**" collective bargaining campaign.

At the recent Stewards' meeting held on **February 1, 2012**, Stewards also received updates and a power point presentation on the CB process. They are prepared to answer your questions about the collective bargaining strategy and can provide you with information on the website.

All members are encouraged to get informed by taking time to visit either our local website, [adetfo.on.ca](http://adetfo.on.ca) or the provincial website at [www.etfo.ca](http://www.etfo.ca) in order to keep up to date on CB issues and the latest media releases.

Doug

## The Local Status of Women Committee has

2 exciting programs to tell you about. We are very proud to be able to offer the **Young Leader's Graduation Award** to deserving grade 8 girls once again. This award has been very well received for the past 2 years with well over \$4000.00 given to the students of ADSB. This is a wonderful opportunity for an additional award at your school's graduation ceremony this year. Deadline is **May 11, 2012**.



We are also offering **Female Athletic Funding** for both girls and female teachers who are engaged in a variety of sport related activities. Please look for these 2 flyers in your school or see your school Steward or Unit Rep. for more information. Deadline is **March 30, 2012**.



If you have any questions, please contact:

**Lee-Ann Matteau ~ Isabel Fletcher P.S.**  
**Jennifer Chandor -Hall ~ Sir James Dunn P.S., Wawa**  
**Annette Aitken ~ Grand View P.S.**  
**Natasha Simonen ~ Grand View P.S.**

We are very excited about these programs and look forward to receiving many submissions.

Lee-Ann Matteau, Committee Chair



## **NEW MEMBERS COMMITTEE REPORT:**

**ADSB in partnership with ADETFO welcomed Michael Beetham to present Ultimate Strategies for the New Teachers. Thirty new teachers attended the full-day session focusing on:**

- ~ **Managing the Environment**
- ~ **Managing the Behaviour**
- ~ **Using the Curriculum**
- ~ **Organizing for Planning**
- ~ **Assessment, Evaluation and Reporting**
- ~ **Taking Care of Yourself**

**Feedback was very positive and teachers enjoyed the opportunity to collaborate and reflect on best practices at this busy time of year. It was a great day of networking and learning.**

### **New Members Committee:**

**Monica Tessier, Chair**  
**Nicole Mitchell**  
**Teena Coventry**  
**Shannon Cond**

At this time, the ADETFO team would like to thank everyone who attended the Open House on February 3, 2012. This social event was a perfect end to the week.

**CONGRATULATIONS** to Kari Buie, winner of the ARCHOS Home Tablet who's name was drawn by the Benefits Committee on February 7, 2012.

For those who could not attend, please feel free to drop in at anytime to view our new location.

### **TO ALL ADETFO MEMBERS:**

The Ontario Teachers' Federation, the Ontario government, and the Ontario Teachers' Pension Plan have hired POLLARA, a national research firm to conduct a survey of OTPP pension plan members to gauge their understanding of pension plan provisions and issues. The information gathered will help guide pension education strategies for plan members.

Telephone interviews will be conducted during the month of February. Some pre-testing questions will occur Feb. 7-13 and the survey itself will be conducted between Feb. 15-20, 2012.

Participants will be randomly selected. ETFO members could receive a telephone call requesting an interview. **Members are encouraged to participate in the survey if contacted.**

