



ADETFO INFO

May 2015

A Message From The President.....

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

Tidbits from the OTPP AGM

- **112 - age of oldest person on pension, passed away April 20, 2015.**
- **135 - number of pensioners 100 years or older.**
- **Approximately 129,000 pensioners with an average age of 71 years.**
- **31 - average number of years on pension**

Johnson Scholarship Program

Johnson is proud to offer 50 scholarships valued at \$1000 each. The Scholarship Program is open to children and grandchildren of Johnson Affinity group members and Home-Auto clients. Students must complete high school in 2015 and be entering into post-secondary education in the fall of 2015.

The deadline for applications is **August 31, 2015.**

For more information please contact us at:

Web: Johnson.ca and click "About Us"

Email: scholarshipfund@johnson.ca

Call: 1-866-544-2673

CONGRATULATIONS TO OUR 2014-2015 ADETFO RETIREES:

1. Horst Bogensberger—River View P.S.
2. Judith Bouliane—Parkland P.S.
3. Nancy Erickson—Tarentorus P.S.
4. Jacqueline Fairbrother—River View P.S.
5. Lena Fata—Kiwedin P.S.
6. Sue Fenlon—Chapleau P.S.
7. Carol Fortino—Blind River P.S.
8. Rico Iacoe—Ed. Centre
9. Susan Johnson—Sir James Dunn P.S.
10. Elizabeth Rousselle—Central Ave. P.S.
11. Nicole Senra—Ester Park P.S.
12. Wendy Todesco, Sir James Dunn P.S.
13. Lynne Vallee—Rosedale P.S.



DEFENSIVE TEACHING

Common Sense Tips For Avoiding False Allegations

Part Three:

The best way to protect your rights as a member is to follow that old quote, "an ounce of prevention is worth a pound of cure". This is particularly true at certain times of the school year when members are more vulnerable due to stress, fatigue, the need to complete report cards, participate in parent interviews, attend meetings or other extra-curricular activities or prepare for the approaching holidays. The following are some practical suggestions:

1. **Be extra cautious to avoid inappropriate touching in such subjects as physical education, design and technology, music and family studies.**
2. **Beware of preadolescent and adolescent students who seem to find you attractive. Subdue the flattery. Cool the attention. Avoid and discourage teasing. Remember the danger of a lover spurned, real or imaginary.**
3. **Encourage emotional growth and independence in your students. The power you have over an emotionally dependent student puts you at an unfair advantage over the student and may illicit irrational responses if that power is not exercised with extreme caution.**
4. **Remember that the role of a teacher acting in loco parentis does not equate to with the role of a parent. That doctrine does not entitle the teacher to the same rights as parents over their children and certainly does not entitle them to the same degree of physical intimacy with students as is shared between children and their parents.**
5. **Principals and teachers must be alert to colleagues whose overly affectionate manner may leave them vulnerable to accusations of physical impropriety and should provide such individuals with necessary cautions.**

Summer Academy 2015 is coming soon!

Visit the ETFO website towards the end of May for full details of this summer's exciting lineup of courses. There are 40 three-day professional learning courses offered in partnership between locals and the provincial office throughout July and August. The Summer Academy registration site includes course descriptions and information about dates, times, and locations across the province. Be sure to check it out and choose a course or two for you. Don't wait or you may miss out as courses fill up very quickly!

For more information, please contact Ruth Dawson (rdawson@etfo.org), Joanne Myers (jmyers@etfo.org), or Jane Bennett (jbennett@etfo.org) at the ETFO provincial office.



The ADETFO Early Years Committee hosted a workshop for our Early Years Educators on Saturday May 2nd. Tracy Pickard (OCT) and Cheryl Emrich (DECE) from the Waterloo ETFO local presented "From Covering to Uncovering the Curriculum". They provided information and examples from their own teaching practice regarding classroom setup, behaviour management, pedagogical documentation and working with a teaching partner. The workshop was well received and it is our hope that they will return in the future.



Thank you Judy Cruise!
Teacher/Steward at R.M. Moore for creating and designing buttons for all ADETFO Stewards to be distributed in September 2015.

An ADETFO Steward is:

- A Liaison/An Advocate/A Positive Union Presence/A Communications Link/A Con-venor/A Social Activist/A Collective Agree-ment Monitor/A Relationship Builder.

Thank you for all your hard work this year!

