



ADETFO INFO

November 2011

A Message from the President...

Do you have questions about how your Union works on your behalf?

Do you have questions about Collective Bargaining?

Be informed, don't react to rumours, ask questions when in doubt, clarify to ensure understanding, and read the Collective Bargaining updates that will continue throughout the coming months.

Your ADETFO team only makes decisions in accordance with the following: Local Constitution, Terms of Reference, Collective Agreement, and the constitution, bylaws, and policies of ETFO. These documents guide us in every aspect of Local Federation Business.

ARTICLE VII – "The Local, its officers and committees, shall carry out their duties and responsibilities in accordance with both the Local and Federation policies, procedures and resolutions passed at their respective Annual Meetings."

Decisions and changes to policy only happen through democratic, transparent processes.

"TAKE CONTROL OF YOUR FUTURE"

(controlyourfuture.ca or visit the ETFO website to download the 2012 bargaining smartphone app!)

- ⇒ Bargaining is a process not an event.
- ⇒ No one should expect to be given what they are not prepared to fight for.
- ⇒ We cannot do it alone – you have to take up the challenge with us for the children you teach!
- ⇒ Support each other – remain united ETFO members – we need to be pulling in the same direction.
- ⇒ Understand what is at stake.
- ⇒ ETFO helps good teachers BE good teachers!

WHO'S GOT YOUR BACK??? ETFO!

"It takes each of us to make a difference for all of us."

Call 942-3379 or email adetfopres@shaw.ca or adetfovp@shaw.ca.

CB UPDATE



CB Committee Team (7 members)

Kelly Holley, Chief Negotiator
 Laura Colussi, Mobilization Expert
 Secretary, TBA
 Darlene Mead, Sault Ste. Marie
 Sue Fenlon, Chapleau
 Kim Russell, Michipicoten
 Kirsti Hartley, Central Algoma
 Christina Kelly, Hornepayne

Benefits Committee:

Wendy Todesco, Michipicoten
 Shelly Predum, Sault Ste. Marie
 Jim Beckerson, Central Algoma

**GO
H
E
A
D
G
O
!**

The first CB training session took place November 17~18 in Toronto.

Watch for updates as the year progresses.



Kelly and Doug will be scheduling school visits shortly, if you would like to have a school visit, please contact the ADETFO office to set a time and date.

Greetings from the ADETFO Early Years' Committee

ATTENTION:

Kindergarten Teachers:

Watch for your invitation to participate in a winter book club. Your invitation will arrive in your staff mailbox by mid December.

Jane Vienneau, Chair
 Mary Anne Wilson
 Sara Missere
 Tricia Bernath



YOU CAN ALWAYS FIND ADETFO

Executive Meeting
Minutes at:

www.adetfo.on.ca



STEWARDS: If you have not sent in your staff list, please do so as soon as possible!



The 2012 **Provincial** Collective Bargaining Goals were approved at Rep Council in Toronto. Here they are in no particular order.....

- ⇒ To eliminate the 2% salary differential.
- ⇒ To negotiate a real salary increase.
- ⇒ To negotiate maximum class sizes in all grades and programs.
- ⇒ To negotiate limits on teachers workload.
- ⇒ To negotiate improved preparation time.
- ⇒ To negotiate improved pregnancy & parental entitlements.
- ⇒ To negotiate language that ensures that vice-principals and principals do not engage in bargaining unit work.
- ⇒ To negotiate experience credit to include all occasional teacher work.

Your Benefits Committee created a **Local Survey**. Please complete and return to your Steward no later than ...



December 9th.

CONSIDERING PREGNANCY/PARENTAL LEAVE???

Quick Tips...

- ⇒ Hours to qualify for EI = 600
- ⇒ EI qualifying period = 52 weeks preceding claim
- ⇒ EI waiting period = 2 weeks
- ⇒ Length of maternity leave = 17 weeks
- ⇒ Length of parental leave = 35 weeks
- ⇒ Notice requirements = 2 weeks to begin leave and 4 weeks to return early
- ⇒ Maximum EI payment
- ⇒ 100% top-up of EI benefits to 100% for 6 weeks.

Please contact the ADETFO Office for your Pregnancy and Parental package. 705-942-3379.



KNOW YOUR COLLECTIVE AGREEMENT

Teacher in Charge

Article 18.4 states...

- ⇒ A teacher **MAY AGREE** to act as a teacher in charge for a short time absence of a Principal or Vice-Principal.
- ⇒ An occasional teacher will be hired to assume the member's classroom responsibilities for the second consecutive day if the Principal/Vice Principal is out of the geographic area.



Confidential Leave

Article 29 states...

- ⇒ Upon application through the Principal to the Manager of Human Resources or designate, a confidential leave of one day per school year shall be granted subject to the availability of a qualified occasional teacher, if one is granted. The teacher going on leave shall reimburse the board via payroll deduction for the cost of an occasional teacher if one is used.
- ⇒ The purpose of such leave is to allow the member to attend to matters of **EMERGENCY**, which in the judgement of the member cannot be addressed in any other way.
- ⇒ Under no circumstances shall such leave extend a statutory holiday or vacation period.

ETFO AWARDS DEADLINE: February 1, 2012



For further information:

- ⇒ Contact your local President
- ⇒ Visit the ETFO website www.etfo.ca > AboutETFO > AwardsandScholarships
- ⇒ Contact Mark Fallis at 416-962-3836 or 1-888-838-3836

You may download applications forms at:

<http://www.etfo.ca/aboutetfo/awardsandscholarships/pages/default.aspx>

Winter Dates for AQ and PQP Courses

Winter Dates: Course registration opens on November 1st and continues until January 7th. The winter semester runs from January 16th, 2012 to March 30, 2012.

NOTE: One of the hallmarks of ETFO AQ and PQP courses is respect for a teacher's work/life balance. (No classes or requirements during March Break)

Please visit the website or your ADETFO bulletin board in your school to learn more about distance AQ courses ~ Italy, France, Spain and Greece.