



ADETFO INFO



NOVEMBER 2015

A Message from the Vice-President:



As I reflect on a Fall to remember, I'm reminded how grateful I am to be part of an exceptionally strong union that consistently listens to the needs of the membership and strategically plans for times like these.

Now that the Central contract has been ratified, I would like to take a moment to thank each and every member of our ADETFO Local for going above and beyond their regular responsibilities demonstrating professionalism, commitment and solidarity over the past year in both your worksites and when out in public. I know it has not been easy to always take the high road but I personally feel it was well worth it in the long run.

The pictures we received on Wynne Wednesdays will serve as great memories of the perseverance you have shown. The positive phone calls, emails, pictures etc. all serve as reminders to both Kelly and I about how fortunate we are to be surrounded by such dedicated and thoughtful peers. Algoma ADETFO Members Rock!

As difficult as it was to achieve, this contract will serve present and future members well as it was the first time that Central and Local Table bargaining was rolled out in this format. This was new territory for all sides and with so much at stake it was imperative that the provincial team methodically looked at all items on the Central bargaining list and came up with a plan to ensure your collective bargaining rights were protected in order to get the best deal possible for members.

Now that Central Bargaining has concluded, your ADETFO CB team will continue to focus on your local contract. To date we have met with the board 10 days in total. We are cautiously optimistic that local issues will move forward in a timely matter in order to reach a settlement on the tabled items that remain.

Thank you for all you do!

Doug

Violent Incident Reports:



Rule of Thumb: "When in doubt fill it out."

Safe Schools Incident Report: must be completed when a student is involved in an activity for which suspension or expulsion must be considered. Complete and submit to your Principal. The Principal needs to sign, investigate and communicate results at a mutually convenient time.

When a worker or other person experience violence or the threat of violence by an employee, student, visitor, student's parent, intruder as the victim, an ADSB Workplace Violence Report is to be filled out as well.

Note: Always make a copy for your records.

Review the yellow form booklet that should be easily located at your school/workplace or visit the ADETFO website: www.adetfo.on.ca where all forms appear on the scrolling menu.

FYI~A donation of 8 pairs of boots was made on behalf of all ADETFO members to Coats for Kids for **World Teachers' Day, October 5, 2015**



Keep Calm and Stay ETFO Strong Pub!



Nearly 70 members attended this timely event at the Water Tower Inn providing opportunities to network and enjoy some well deserved downtime.

Stay tuned for upcoming social events hosted by your Unit Reps. in all unit areas.

FESTIVAL OF TREES 2015

Sponsor: The Lung Association

When: November 19-22

Where: Machine Shop (Mill Square)



Come out and support ADETFO in this worthy cause.

FYI~ADETFO Executive Meeting Minutes AVAILABLE ONLINE VISIT:

www.etfo.on.ca



Fifth Disease ~ "What You Should Know":

Fifth Disease is a common and harmless condition that afflicts young children. A child who has contracted Fifth Disease will display a rash on his/her face that gives the appearance of a hand slap (a more wide spread rash will appear a few days later.) However, like Chicken Pox, the contagious period for this disease is prior before the rash appears.



When an outbreak of Fifth Disease is confirmed, and an employee who is pregnant and has not yet been tested for the antibodies, the employee has the option to access sick leave benefits (providing she has enough sick days available) while she meets with doctors and obtains the required tests, or she can be reassigned to a position within the system while awaiting the results of her tests. The Board will reassign the employee to another school or department until the out break is over (20 days with no confirmed cases.)

If you have further questions or concerns please contact the ADETFO office and ask for a complete copy of the ADSB procedural and guidelines -Fifth Disease.

KEY ADVICE: IF YOU ARE THINKING OF GETTING PREGNANT, HAVE THE TEST!

A New Member Workshop is tentatively being planned for **January 21st** in Elliot Lake (time TBA). As part of the program, ETFO will provide participants with the new Welcome to ETFO 2015-2016 document on a USB memory key. The document contains everything a new member needs to know about ETFO as they begin their career. In addition, one of ETFO's Vice-Presidents will be a special guest on this evening and will bring greetings on behalf of ETFO. Kelly & Doug will also present "What you need to know about your Collective Agreement". Finally, Amanda Naccarato ~ North Shore Unit Rep. will be sending new members a survey so that we can maximize our time together. Please contact Amanda or Kelly if you have questions. We look forward to seeing you!

A Workshop for ADETFO Health & Safety Reps. is scheduled for **Monday, February 1, 2016**. All H & S Reps are invited to a workshop (WEBEX for reps in the District) with Valence Young. The focus of this evening will be understanding REPORTING FORMS and HOW TO WRITE EFFECTIVE SAFETY PLANS. In addition, the results of a recent Health and Safety survey completed by Stewards will be shared. Our goal is to have an expert and a resource for members in each worksite! Your local Health and Safety Committee has also been meeting to plan for the year and Tara Lappage recently represented ADETFO at the H & S training in Toronto. Thanks for your ongoing dedication to members and Health and Safety!

ONTARIO FEDERATION OF LABOUR~The 13th OFL Biennial Convention will be held on Nov. 23rd *under the aspirational banner "The Ontario We Want"*. Over 200 ETFO delegates will attend (with a total of 1570 total delegates registered from all unions!). Delegates from the Sault Ste. Marie and District Labour Council will also attend. (ETFO locals were able to access \$1000.00 to assist in sending a delegate.) As a result, we are pleased to be able to send Vice-President ~ Doug Coulter this year as a first time delegate! Stay tuned for a report from this convention.

LUNG ASSOCIATION FESTIVAL OF TREES: Once again, ADETFO members stepped up to the challenge and have shown incredible generosity. It's safe to say that our display is one of the best yet! This will surely be a "favourite tree" for the children not to mention the most interactive as they write their letters to Santa (and mail at the Canada Post tree!) You have made a difference for children and adults with lung health issues while also inspiring a love of reading. Tis' the season of hopes, dreams and generosity. Many thanks to Stewards, your time and dedication in organizing this fundraiser in your school and for delivering books to the office. The "Tree Team" (Karen Russon-Offidani, Allison Corbett and Jane Vienneau) did an amazing job once again! You are all appreciated! A selection of books donated will also be given to Christmas Cheer. We hope you get to visit the Festival!



YOUR PD FUNDS AT WORK:

From May 29th-31st, I had the opportunity to participate in a music retreat for women at the Ignatius Retreat Centre in Guelph.

The retreat was designed for women to experience the joy of making music and to attend a variety of workshops. I learned simple techniques for singing in harmony and got ideas for teaching vocal music to primary students. I also attended a workshop on how to play with your voice, including vocal warm ups, chants and activities that you can do to explore your voice. I experienced a song circle, in which each person was responsible for leading the group in a song. I also learned some theory about the parts of a song and how to write a song using each of the parts. While not designed for teachers, I met several teachers who recommended resources and provided ideas for teaching Elementary music. One of the workshop leaders, Katherine Wheatley can be hired to come to your school. She works with the students to write a song for each class and creates a school CD. If you are interested in attending a "Women's Music Weekend", visit www.womensmusicweekend.com. If you are interested in booking Katherine Wheatley to come to your school, visit www.katherinewheatley.com.

Andrea Purych