



ADETFO INFO

President's Message:



We have certainly had an interesting start to the year! That being said, if you haven't thanked your Steward today – please take a moment to recognize the huge job that s/he has been doing to keep members informed!

There are many questions around sick leave and STD (short term disability – nice acronym, I know!). Presidents had an opportunity to ask questions at the OTIP Benefit Conference last week, however, many “unknowns” remain. One thing is certain, Bill 115 was passed and little clarity has been provided to Boards, Unions, and even insurance companies.

What we do know is that we have been reduced to ten sick days. It is our understanding that until an adjudication process is put in place, members will be paid 90% of salary. Once the third party provider is determined and the adjudication process has been sorted out, all medical illnesses will be reviewed on a case by case basis. In addition to LTD and WSIB, we will now also be dealing with STD! Does this subjective process create more stress for ill employees and an increased workload for local offices (and Boards and the Insurance Companies)? Absolutely! This was a key concern raised by all affiliates last week in Toronto.

Aside from the obvious challenges we are currently facing in regard to Bill 115, there are other amendments of which you should be aware. Bill 13 (Accepting Schools Act: An Act to Amend the Education Act with Respect to Bullying and Other Matters) places new obligations on the Ministry of Education, School Boards, principals and teachers.

As part of the duty to prevent bullying, **School Boards must:** provide annual PD on bullying prevention for teachers, provide programs and strategies to support victims, perpetrators and witnesses of bullying, establish policies, guidelines and plans, support pupils who want to establish and lead activities and organizations that promote a safe and inclusive learning environment (including those with the name Gay-Straight Alliance). **Principals must:** make the bullying prevention and intervention plans available to the public (i.e. posting it on the school/board website). S/he is also required to investigate any instance of bullying and must then communicate the results of the investigation to the teacher / employee that reported the incident. Parents must also be notified when a student has engaged in bullying or is the victim of bullying. **Teachers must:** report as soon as reasonably possible or in the time frame specified in the policies / guidelines. Teacher delays in reporting could become disciplinary or professional misconduct issues. Members need to understand their obligations! (The timeframe for implementation is February 2013.) Don't forget to visit the ADETFO website to view all the local media and rally coverage.

Kelly

Respect Teachers
Respect Collective
Bargaining

September/October 2012

“MESSAGE TO PARENTS”

~ visit www.controlyourfuture.ca ~

ETFO will be sending all ADETFO stewards a flyer in the monthly stewards' mailing. See the Provincial website to download as well.



Happy World Teachers' Day October 5, 2012



On behalf of all ADETFO members, a donation has been made to the “Children's Rehabilitation Centre”, Algoma.



REMINDER

Pregnancy & Parental Workshop

Where: Comfort Suites & Conference Centre

When: Tuesday, October 23, 2012

Time: 4:15 p.m.- 6:00 p.m.

Please contact Kitty at 942-3379 to register for this workshop by **Tuesday, October 16th.**

New Stewards Training:

If you are new steward in your school/worksite,, ADETFO will be hosting a new stewards' training session on **Thursday, November 8, 2012** at the Comfort Suites and Conference Centre—12:00 noon ~ 3:30 p.m. Lunch provided.

A sample leave of absence, confirmation of attendance form will be sent to you shortly.



2012 ETFO Annual Meeting Highlights:

This year's ETFO Annual Meeting took place in Toronto from August 13th—16th. This year's keynote speakers included ETFO President **Sam Hammond**, NDP Leader **Andrea Horwath**, OTF President, **Francine Leblanc**, CTF **Paul Taillefer**, **Ian Troop**, CEO 2015 Pan/Parapan Am Games and **Stephan Bognar**, CEO Maddox Jolie-Pitt Foundation.

This year eight members from the Algoma local attended the AGM. **Kelly Holley**, **Doug Coulter**, **Lee-Ann Matteau**, **Ann Ciaschini** and **Wendy Todesco** attended as delegates and **Darlene Mead**, **Lee Mason**, **Brian Christianson** attended as alternates.

Highlights: President **Sam Hammond** updated delegates about the current government's lack of willingness to bargain and Bill 115. **Andrea Horwath** informed delegates that her government would always allow the collective bargaining process to take place. She also stated she would not be supportive of any bill that would take away workers' collective bargaining rights. OTF and CTF presidents **Francine Leblanc** and **Paul Taillefer** updated delegates on current OTF and CTF initiatives. Pan/Parapan AM Games CEO **Ian Troop** presented delegates with a power point presentation of the impact of the games on the Toronto region and their partnership with ETFO to promote the games between now and 2015. CEO **Stephan Bognar** spoke passionately to delegates and presented a short film about the important financial contribution ETFO members have made and the positive effects these contributions have had in ongoing projects in Northwestern Cambodia.

The 2012-2013 year budget was debated and approved on the final day. AGM motions were also debated throughout the three day session. In particular motion #33 was passed. This motion (introduced by President of Superior Greenstone and Seconded by ADETFO President, **Kelly Holley**): 'That the density supplement used in calculation local fee rebates and released time be increased by 25%'. The rationale behind the motion was that this supplement had not been increased since its inception, however many local costs have increased. This is significant for locals such as ours whose members must cover large distances. Fortunately this motion was passed.

The bottom line is that this means Algoma will receive approximately **\$15,000.00** in additional revenue starting this year.

Score one for the North!



Joint Health & Safety

Reps — 2012/2013



Jennifer Mathison,
Johnson Tarbutt, P.S.

Brian Christianson,
Superior Heights Intermediate School

Karen Russon-Offidani,
Grand View P.S. ~ Alternate



REMINDER:

Members are reminded to check their pay stubs, category and sick day banks regularly to ensure accuracy.

It is recommended you print hard copies for your records for possible future use.

Check out ADETFO's new resources:

- ~ Creating Safe Schools: A Bullying Prevention Guide for Teachers
- ~ POSSIBILITIES: Addressing Poverty in Elementary Schools
- ~ Supporting Transgender and Transsexual Students in K-12 Schools: A Guide for Education

If you are interested in borrowing these or any other resources ADETFO has on display, please contact the office at 705-942-3379

ADETFO'S 2012 Collective Bargaining Team

Doug Coulter ~ Sault Unit, Pinewood P.S.

Christine Waugh ~ Chapleau, Chapleau P.S.

Kim Russell ~ Michipicoten, Sir James Dunn P.S., Wawa

Laura Colussi ~ North Shore, Esten Park P.S.

Kirsti Hartley ~ Central Algoma, St. Joseph Island P.S.

Sean Seccareccia ~ Hornepayne, Hornepayne P.S.

Collective Bargaining Dates: Oct. 25th, Nov. 9th, and Nov. 23rd

Working hard for all ADETFO members!

RETIRED TEACHERS OF ONTARIO (RTO)

RETIREMENT PLANNING WORKSHOP

Where: Algoma's Water Tower Inn

When: November 17, 2012

Time: 9:30 a.m. ~ 1:30 p.m.



★ **Lunch and materials included (\$10.00)**

To register, contact **Gayle Manley**
at **705-949-4614** or **gmanley@shaw.ca**.

Deadline to register: *Friday, November 9, 2012*

If you are contacted by the police or the Children's Aid Society (CAS) regarding an allegation made against you:

- DO NOT participate in or consent to an interview.
- Make no statement to anyone regarding the allegation or charges.
- Say, "I am willing to co-operate but I am unable to comment until I contact my Federation and legal counsel",
- Get the name, title and contact information for the police officer or CAS worker who has contacted you.
- Call Professional Relations Services (PRS) at **1-888-838-3836** or **1-416-962-3836** and state that your call is urgent!

If you are interested in attending **Labour Council Meetings** as an **ADETFO Representative**, the meetings are held on the last Wednesday of each month at 7:30 p.m.

Please contact the office to submit your name 705-942-3379.

QUESTIONS?

You can e-mail the ADETFO Local President, Vice-President and Office Manager at:



Kelly Holley ~ adetfopres@shaw.ca

Doug Coulter ~ adetfovp@shaw.ca

Kitty Zorzi ~ kzorzi@shaw.ca