



# ADETFO INFO

September 2014

## President's Message:



It seems strange to say "Welcome Back" because I know that teachers have been back to work for some time now. The beautiful classrooms that exist throughout the system were prepared for students much before Sept. 2<sup>nd</sup>! That being said, it's difficult to begin the school year without thinking about our colleagues in BC who were unable to return to work this Fall. Please know that this year's donation for World Teachers' Day will go to the BC Teachers' Federation. Locals and teachers around the province are also sending donations. Please let the ADETFO office know if your staff would like to contribute. I know that we are all mindful of their ongoing fight for democracy (we know all too well given our own very recent history). It is for these reasons that Algoma ETFO members marched together on Labour Day for BCTF and for all workers. Be sure to check out the website for Labour Day pics and see your Steward for a fact sheet on the BCTF struggle!

On the ETFO front, there was much to do over the summer as well. I attended the Canadian Teacher Federation AGM for the first time as a delegate in Winnipeg for one week in July. A highlight was visiting the new Museum for Human Rights. The Manitoba Teachers made a significant financial contribution to the Museum as they are committed to teaching about human rights. As a result, a classroom has been created in the museum specifically for school visits. Be sure to visit it if you are in Winnipeg! A week was also spent in Toronto at the ETFO Annual Meeting in August. As always, this was an exhilarating and very busy week for all.

Speaking of collective bargaining, our agreement expired on Aug. 31<sup>st</sup>. Notice to bargain at the central table was given to the Minister of Education on June 20<sup>th</sup>. The provincial leadership team had their first meeting with the government on Sept. 3<sup>rd</sup>. Three more central bargaining dates are scheduled for Sept. 19, 26, and 27<sup>th</sup>. We are in the process of determining central table items and once this happens we will proceed with local bargaining. A CB meeting of Chief Negotiators and Presidents was held on Sept. 11 in Toronto. Sean Seccareccia attended as Chief negotiator and Lee Mason attended as President Designate (I was there as Executive which allowed us to bring an additional member). This will also be the case in November when the first CB Conference is held. Nicole Mitchell will represent Algoma at that time along with other members of the CB team. (\*\*Collective Bargaining Bulletins are being sent electronically this year to Stewards to be forwarded to members.\*\*) Several ADETFO members will also take part in the ETFO Annual Leadership Conference this Fall. Good things are happening!

We know that September is challenging with re-organization and staffing issues. Please reach out to Stewards, Unit Reps and the local office to ensure that supervision schedules, preparation time schedules, travel schedules etc. are in compliance with the Collective Agreement. All members are advised to also check the online employee payroll site as the attendance recognition pay should have appeared on the Aug. 20<sup>th</sup> pay (if you used fewer than six sick days last year). Also, as of Sept. 1<sup>st</sup>, the 2% salary penalty imposed by the government in 2008 has ended. Our salaries have been restored to where they should be which is equivalent to secondary and Catholic teachers' salaries.

Your Executive will be holding the first meeting of the year in the North (Wawa) on Oct. 1<sup>st</sup> and the 2014/15 budget approval will be on the agenda. The first Stewards' meeting is scheduled to take place on Oct. 27 (\*\*New Steward training prior to the general meeting – see Dates-to-Remember). Please ensure that all Steward and H & S Rep information is forwarded to Kitty asap. Also, you will be receiving staff information forms to complete as soon as reorganization is finalized. We hope to have the new Steward distribution list up and running very soon. Please let me know at [adefopres@shaw.ca](mailto:adefopres@shaw.ca) if you wish to be included in the Steward email updates.

Finally, continue doing what you do best for the kids! Our job at the ADETFO office is to remove the hurdles and barriers so that your classroom environment continues to be positive a one -ultimately allowing you to be the best you can be for the students in your care. School visits continue to be a priority in 2014/15 and as always your leadership team is only a phone call or email away. Service to our colleagues is first and foremost!

Kelly



### New Stewards Training:

If you are new steward in your school/worksite, ADETFO will be hosting a New Stewards' training session on **Monday, October 27<sup>th</sup>** at the Quality Inn, Bay South Room, Sault Ste. Marie from 12: 30 ~ 3:30 p.m. Lunch provided.

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

**If you are a New Steward and cannot locate the Steward's binder, please call Kitty at the office 705-942-3379.**



### Stewards Mark Your Calendars

#### All Stewards Meeting

**WHERE:** Sault Ste. Marie  
Grand Gardens, 68 Dennis St.

**WHEN:** Monday, October 27, 2014  
5:00 p.m. - Dinner Provided

Details to follow shortly.

## 2014 ETFO Annual Meeting Highlights:

This year's meeting was held in Toronto at the Westin Harbour Castle Hotel. Over 600 delegates and alternates from across the province met to discuss annual resolutions and pass this year's budget. Along with President Kelly Holley, local delegates and alternates attending included Beth Reed, Lee Mason, Lee Ann Matteau, Sean Seccareccia, Wendy Todesco, Shelley Predum, Kari Buie and Doug Coulter. Members Nicole Mitchell and Susan Ritchie represented Algoma in Functionary and Resolutions Assistant roles respectively. Premier Kathleen Wynne, NDP Leader Andrea Horwath and newly elected Canadian Labour Congress President Hassan Youseff and Diane Redsky all spoke to delegates as keynote speakers and invited guests.

President Sam Hammond emphasized to delegates that the AGM is an exercise in democracy and "that it is a time when ETFO members determine the direction of your federation." He also stressed the importance of solidarity for the upcoming negotiations and outlined the new process of central and local bargaining.

The Premier's message was quite clear. She acknowledged that although this next round of negotiations would be difficult and that no new money would be available, her majority elected government would be respectful during the upcoming negotiations and that they had no intention of playing this next round of negotiations out in the media or in undermining the collective bargaining process. The assembled delegates were both respectful but cautious of her comments as trust clearly remains a major issue.

Two policy resolutions that were passed at this year's AGM that members should note were:

**Resolution # 18** that, "when the transportation of students to school is cancelled due to inclement weather, schools and work sites of education workers be closed."

**Resolution # 55** that, "ETFO encourage classroom teachers to leave the learning environment for the duration of the instructional period while planning time and/or French as a Second Language (FSL) lessons are being taught by rotary or itinerant teachers.

**Please note:** These resolutions are policy resolutions only which means this is ETFO's position. It does not mean that the ministry will be implementing them.

Special mention and thanks goes out to Executive member Wendy Todesco who attended her final AGM this summer. Thank you Wendy for all your work serving members within our local.

Doug Coulter



## Upcoming ADETFO Happenings:

Sept. 18-19	Leadership Workshop—Exec. Leaders/Social Justice & Equity Chair
Sept. 23-24	OTIP Conference—President
Sept. 24	Labour Council Meeting
Sept. 29	PA Day
Sept. 30	Unit Financial Reports Due
<b>Sept. 30</b>	Budget Ad Hoc Meeting
Oct. 1	Executive Meeting #1
Oct. 5	World Teachers' Day
Oct. 8-9	Rep Council—President and V.P.
Oct. 10	PA Day
<b>Oct. 13</b>	Thanksgiving
Oct. 16-17	Leadership Workshop— PD/Status of Women/ Political Action/PR Chairs
<b>Oct. 27</b>	New Stewards' Training
<b>Oct. 27</b>	All Stewards' Meeting
<b>Oct. 27</b>	Labour Council Meeting



For a full list of ADETFO Happenings for 2014/15, please visit [www.adetfo.ca](http://www.adetfo.ca)



## Edvantage Discounts for Educators

**Bell TV, Internet and Home Services**

**CAA**

**Dignity MEMORIAL (new) Arthur's Funeral Home**

**Enterprise Rent-a-Car**

**FTD The Flower Experts**

**Goodlife Fitness**

**Great Wolf Lodge**

**H&R Block**

**Hakim Optical Discounts**

**Park'N'Fly**

**The Brick**

**VIA Rail Canada**

Please visit the *Edvantage* website at [www.edvantage.ca](http://www.edvantage.ca) for a full list of partners.

## Sault Ste. Marie Ranks 3<sup>rd</sup> In Canada's Top Ten Places to be Unionized!!!

Why you want to belong to a union. These numbers speak for themselves! According to a recent press release from the Canadian Labour Congress, "Unionized workers in Canada earn, on average, 22.9% more than their non-unionized friends, working out to an average hourly wage of \$27.71 compared to \$22.54. In other words, a union will get you an extra \$5.17 per hour on average. Furthermore, unionized women earn on average, \$6.89 an hour more or 34.3% more compared to non-unionized women.

10. Kamloops B.C. (+\$8.93)
9. Miramichi, New Brunswick (+\$9.07)
8. Sarnia, Ontario (+ \$9.27)
7. Brockville, Ontario (+\$9.80)
6. Moncton, New Brunswick (+\$9.80)
5. Medicine Hat, Alberta (+\$9.97)
4. Chatham-Kent, Ontario (+\$10.04)
- 3. Sault Ste. Marie, Ontario (+\$10.12)**
2. Peterborough, Ontario (+\$10.46)
1. Charlottetown, P.E.I (+\$10.46)

**Note:** The places where unions offer the greatest advantages is in small town Canada. By comparison, the union advantage in Toronto is \$4.85 per hour, \$3.29 per hour and \$4.98 per hour in Vancouver.

"Communities with more union members enjoy relatively higher incomes overall. They support a richer mix of businesses and services that diversify the local economy and add to the quality of life. They are better places to work and live. Their incomes support local businesses (who create local jobs) and bolster the local tax base, which supports public works and community services that add to everyone's quality of life."

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.

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

### REMEMBER:

- 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!**

