



September 2015

ADETFO INFO

President's Message:

What a Start!

Colleagues, in addition to starting up your classrooms for a brand new school year, we once again find ourselves in a position to take a stand for teachers, students and the profession. The new year also brings a new local Executive and new Stewards who are stepping up to take the lead at a most difficult time and we certainly welcome them!

While we continue to fight for fair collective bargaining, ADETFO will endeavour to continue to provide the same programs and services you've come to expect from OUR union! The Executive will hold their first meeting and planning session in Blind River this week where we will discuss goals, the budget, collective bargaining, the Federal Election and issues such as privatization in Ontario. Stewards will have their first meeting on Sept. 28th and Committee Chairs are headed to the annual Leadership Conference in Toronto at the end of the month. We are also kicking off the year by sponsoring a Retirement Workshop on October 8th and we've already begun the year with wonderful representation at Labour Day and the Algoma Pridefest. We continue to proudly represent teachers in our community!

As you know, there is a lot at stake in the upcoming federal election. The federal government has jurisdiction over issues that are of direct concern to ETFO members, their students, and ETFO as a provincial public sector union. It is crucial that ETFO members are informed and vote. The ETFO website has made it easy to read about what is at stake and has also included questions for candidates.

What can YOU do?

- Confirm you are registered www.elections.ca
- Vote at an advanced poll & encourage others to do the same (Oct. 9, 10, 11 and 12 or on Election Day).
- Speak up, discuss issues with neighbours and friends.
- Contact your elected representatives and candidates and attend all candidates meetings. Ask Q's (*ie*) *Why Liberals have walked away from the bargaining table.*
- Agree to take an election lawn sign.
- Visit ETFO's Federal Election site www.etfo.ca

As we escalate job action, it is important to check email regularly, sign up for the CB newsletter, review all bulletins carefully and consider signing up for Algoma ETFO's Facebook group where important updates and information are posted regularly. Finally, remember to see your school Steward and/or Unit Rep for clarification. Local bargaining dates are scheduled for Oct. 8, 9, 22, 23 and Nov. 12 and 13.

The Liberal Government and OPSBA have not returned to the table. While ETFO has not bargained in the media or commented on specifics, you can be assured that they have not offered the same conditions to ETFO nor have they considered the unique needs of elementary students in our public system. Differences in language remain regarding workload issues, fair hiring practices and sick leave in what ETFO has been offered compared to other unions. In addition, the gov. has not offered ETFO members the same conditions as secondary teachers when it comes to class size, supports for students, preparation time or supervision time. There is a significant disparity in how elementary schools and secondary schools are funded. There are larger class sizes, less student support and poorer working conditions in elementary schools. The deal being offered does nothing to address this funding gap.

ETFO has waited for more than a week now for the gov. and OPSBA to return to the table. ETFO is willing to bargain at any time. They spent 29 days talking to OSSTF to address issues before coming to a deal. They've given ETFO 11 days. Much of this time has been spent simply taking strips off the table. If they return to the table, good faith bargaining can begin. ETFO is not prepared to accept an agreement that hurts elementary teachers and their students in the long term because Kathleen Wynne wants to impose a quick deal! Returning to the table would be the best way to avert escalating job action and rotating strikes. Let's remind the premier to return to the table on "Wynne Wednesdays". Wear your solidarity t-shirts and buttons, send email and social media messages and engage in lobbying activities. *Remember: The only reliable information is that which comes directly from ETFO!*

"Don't agonize, ORGANIZE!" ~ Florence Kennedy

In Solidarity,
Kelly

New Stewards Training:

If you are a new Steward in your school/worksite, ADETFO will be hosting a New Stewards' training session on **Monday, October 29, 2015** at the ADETFO office, 123 March Street, Suite 106, Sault Ste. Marie from 12:30 ~ 3:30 p.m. Lunch provided.

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

2015 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, Kim Fennema, Esther Gartshore, Sean Seccareccia, Allison Corbett, Kari Buie and Doug Coulter. Members Nicole Mitchell and Susan Ritchie represented Algoma in Functionary and Resolutions Assistant roles respectively. President Sam Hammond spoke passionately to delegates about the importance of perseverance and sticking together through this round of negotiations. He emphasized that this round is precedent setting and will impact our future members for years to come. Sam's message was unwavering and resulted in a standing ovation of members present. Bargaining for the Future and Respecting our Past was very much the theme going forward.

Wab Kinew touched our hearts and challenged our minds as the Social Justice speaker at ETFO's 2015 Annual Meeting. Wab is an aboriginal leader and the Associate Vice-President for Indigenous Relations at The University of Winnipeg and a correspondent with Aljazeera. Wab gave a powerful speech about First Nations Peoples Truth and Reconciliation Commission of Canada and the importance of Education on this issue.

Elections were also held within the Provincial Executive resulting in Kelly Holley, ADETFO President, being re-elected to the Provincial Executive for her second term. This is a very positive outcome for Algoma and the North as we will continue to have a voice in the province to deal with our unique issues and we are able to send additional representatives to various events.

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

Resolution #23 "that Policy Statements, 52.0, Ontario College of Teachers, be amended by the addition of a new section to read:

1.0 That the Ontario College of Teachers restrict its activities solely to those outlined in the Ontario College of Teachers Act, 1996."

Resolution #24 "that Policy Statements, 52.0, Ontario College of Teachers be amended by the addition of a new section to read:

1.0 That ETFO declare its opposition to any Ontario of Teachers fee increase,

Resolution #25 "that parent-teacher interviews not be recorded by any means beyond personal notes."

Resolution #26 "that all Kindergarten teachers have access to the same report card technology as all elementary teachers within their district school board."

Resolution #30 "that Positions Statements, 3.0, Canadian Union-Made Goods, be amended by the addition of a new section to read:

1.1 That the list of vendors and/or suppliers of union-made goods be created and maintained by ETFO and be made available to locals."

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

ETFO Motions to OTF 2015 Annual Meeting:

Resolution #66 "that ETFO, through OTF, lobby the Ministry of Education to ensure that district school boards make available English Language Learners (ELL) training for all teachers.

Resolution #67 "that ETFO through OTF, lobby the Ministry of Education to create a comprehensive environmental education action plan."

Resolution #68 "that ETFO, through OTF lobby the Ministry of Education to provide sufficient additional funding to all public boards of education to ensure that appropriate staffing levels exist for the safety of staff and students in all classrooms which have violent and aggressive students regardless of learning capabilities."

Resolution #70 "that ETFO, through OTF, lobby the Ministry of Education to Develop curriculum/initiatives to ensure current and ongoing education of both staff and students related to the signs, risks and realities of human trafficking, particularly in Canada."

Resolution #77 "that ETFO Lobby the Ministry of Education to collaborate in a review of current school procedures for dealing with allegations made against teachers, with an update to be provided to the February 2016 Representative Council."

Retirement Planning Workshop ~ Wednesday, October 8, 2015

Holiday Inn Express—Bay St., SMM—4:15 p.m. start

Please contact ADETFO 705-942-3379 by October 1st to reserve your space.

Non-ETFO members are welcome! Please note there will be a \$15 fee for materials and food for non ETFO members.

FYI

OSSTF-TBU and ETFO contract teacher representatives were contacted in June 2015 by Teresa Vavala, Manager, Human Resources, ADSB who provided a memo advising that there will be 27 pay periods vs 26 for the upcoming school. year We were advised that Payroll Department would set the system up for 27 pay periods. An e-mail was sent to the principals advising them to ensure that contract teachers were made aware of this change.

REMINDER

All Stewards Meeting

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

WHEN: Monday, September 28, 2015—4:45 p.m.

Dinner will be provided

Please ensure your school/worksite is represented.