



September 2016

ADETFO INFO

A Message from the President....

What a beautiful summer we had! While we enjoyed the sunshine and the break, I know that many of you were also hard at work planning for a successful year or taking AQ courses...the list goes on. We were also busy here at ADETFO as the CTF Annual Meeting took place in July and the ETFO Annual Meeting and OTF happened in August. Of course, we also joined our labour partners from the Sault Ste. Marie and District Labour Council for a celebration of workers on Labour Day!

We are jumping right back in with ADETFO members heading off to three different events in September. A special meeting has been called for Presidents and Chief Negotiators on Sept. 20th regarding the Bill 115 Remedy. The Annual OTIP Benefits Conference and the ETFO Annual Leadership Conference for Local Committee Chairs is taking place Sept. 27-29. We look forward to our local leaders returning with new ideas to provide unique opportunities for you throughout the year.

Your Local Executive and Budget Committee are getting ready to hold the first meeting of the year and it will be in the North! We are excited to be planning this meeting along with a social with Wawa members while we are in the area (details to follow!). We also have some vacancies on the Executive at this time so watch for By-Election information coming soon! This is an election year for all Units as well the Collective Bargaining Committee. Consider stepping up - your leadership and your voice is needed in OUR union!

Watch for information on upcoming events and meetings in October, such as New Steward Training, a New Member Workshop and the first Stewards' meeting of the year. Please remember that ADETFO has many resources for members to borrow and if there is something specific you are looking for that we don't have we'll be sure to add it to our library! Just let us know! We also encourage you access the PL Fund for teacher directed leaning opportunities and to participate in workshops that will be offered by the Local and your committees all year long!

We will continue to communicate regularly via Steward and all member email, the website, our closed FB Group, and Twitter. We will continue to use technology such as WebEx and/or ADOBE to provide alternate meeting options for all Algoma members as we recognize our unique geography in Algoma and access and equity issues!

Once again, we have will have a lot to share as we get to know our new CA, transition to the new Provincial Benefit Plan in February and as we prepare for the expiration of our contracts in 2017. Watch for member priority surveys as your input is integral in determining our bargaining goals.

With all of this happening, we ask that you continue to update your personal information and report any changes to your home, school or non-board email address so that we can ensure good communication. As always, please call or email anytime with questions, concerns, and even to celebrate successes! We look forward to visiting schools – don't hesitate to call and schedule a convenient date and time for us to come! We are here for YOU and we wish you a fantastic start!

I'll end with a reminder from my favourite PRS Bulletin to start the year off right and ensure success for all!

Attitude: It's Everything

An individual's attitude can affect the overall morale of the whole staff and the tone of the workplace. Research indicates that those with positive attitudes have lower stress levels, less sickness and live longer. As well as improving the environment for colleagues, an optimistic teacher helps students understand the importance of attitude in realizing one's dreams and potential. We cannot make other people act in certain ways, but we can make choices regarding our attitude to a situation. A positive attitude can make each day better, and keep us in good health for our entire lives.

In Solidarity,

Kelly



2016 ETFO Annual Meeting Highlights:

AGM this year was a very positive experience that was refreshing in that it was not a year of political or contractual crisis. The meetings took place August 15th ~ 18th at the Sheraton Centre Hotel, Toronto. Over 600 delegates and alternatives from across the province met and worked together to pass this year's annual budget and to debate annual meeting resolutions. Mighty Algoma was represented by 8 members (4 Delegates and 4 Alternatives). Members included, Kari Buie, Allison Corbett, Doug Coulter, Nicole Mitchell, Elaine Martel, Lee Mason, Beth Reed and Sean Seccareccia. President Kelly Holley attended as Provincial Executive Member and Susan Ritchie as a Resolutions Assistant.

ETFO President, Sam Hammond's introductory remarks included ETFO's endorsement of the "Fix Our Schools" parent group, encouraged members to support "Black Lives Matter" as well as the "Funding Autism after age 5 campaign". President Hammond also highlighted collective bargaining highlights and encouraged members to celebrate our successes around Bill 122, members' professional judgement, FDK training and Supreme Court's Ruling around Bill 115 which supported ETFO and not the Government.

The AGM also included guest speakers Chris Buckley (President, Ontario Federation of Labour), Francine LeBlanc-Lebel, (President, Ontario Teachers Federation), Heather Smith (President, Canadian Teachers Federation) and Dennis Edney, QC (Social Justice Speaker). All of these leaders spoke passionately about the importance of solidarity and the leadership that ETFO provides throughout the province.

Dennis Edney spoke exclusively about experiences as a Canadian lawyer who represented Omar Khadr (the Canadian who was detained as a minor for 13 years in Guantanamo Bay, Cuba). He captivated the audience with his uncensored words and descriptions of prisoner life and the ongoing case he has voluntarily and selflessly taken on for well over a decade.

If you haven't yet been to an annual meeting, I encourage you to get involved and get to one in order to fully appreciate what a great organization you belong to.

Doug

Oct. 24th...calling all Stewards. 1st mtg...Kelly presenting on How To Write Effective Safety Plans, Algoma's new CB Officer, Michelle Leonard, presenting on Professional Judgement and Budget presentation by Treasurer, Beth Reed! Save the date! Details to follow!

Understanding **PROFESSIONAL JUDGEMENT**...ETFO's latest documents can be viewed here <http://www.etfo.ca/adviceformembers/professionalfjudgement/Pages/default.aspx> (Prof. Judgement and IEP's and Prof. Judgement and Diagnostic Assessment). Know your rights and responsibilities.

Just a few basic reminders as the new year begins. Please review schedules and ensure that they meet the conditions of the CA and that all New Members and members in LTO positions understand these terms.

- Max. Supervision is 80 min (prorated for part time and/or between schools- where working in 2 more worksites). It should be assigned on an equitable basis.
- Prep and travel time occur during instructional time.
- Staff meetings –one per month max. 75 min. The dates for the meetings for 2016 will be set and communicated to all staff in the first month of school.
- Prep time should occur in no less than 30 min. blocks (20 in EXCEPTIONAL circumstances) and only during instructional time.
- 40 min lunch, free from duties.

Remember to visit the website regularly <http://www.adetfo.on.ca> for important updates, access to forms, the new CA and links to information you may need throughout the year.



FSL teachers and Occasional FSL teachers in the Central Algoma and North Shore Areas:

Your ADETFO FSL will be hosting a **One Note and Technology in the FSL Classroom** on **October 13th** at the Carolyn Beach Hotel in Thessalon from 5:00 to 8:00 p.m. Please check the flyer your ADETFO Bulletin Board for further details.

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!**

Happy World Teachers' Day ~ October 5th

