

The Dispatch



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Bill 115, Reg. 274 and our Contract

Included in this mailing is an ETFO document on Bill 115, Regulation 274 and Occasional Teachers. Please take the time to read it—and pay particular attention to the disclaimer, “anything here is subject to change.” Many clauses are so poorly crafted there is no consensus on their meaning and will probably be subject to further discussion through the grievance process.

Classroom Keys for OTs

After the shooting at Sandy Hook Elementary School in Newtown Connecticut, the TDSB issued a new memo to all schools on January 14, 2013, stating, “Schools need to provide occasional teachers with access to keys in order to ensure they have the ability to lock the door to their classroom or other secure areas where they are working.”

If you are refused a key to your classroom, please call our office. We will follow-up.

Getting on the New LTO List

If you have been on the TDSB’s roster of elementary occasional teachers for at least 10 months and have taught as an elementary occasional teacher with the TDSB for at least 20 full days during the 10 month period, you will be receiving an email from the TDSB asking you to indicate your interest in being considered for the new LTO List.

This email will be sent to your TDSB Outlook account. You will miss your chance if you fail to respond before the deadline. Start checking your TDSB email regularly. A message will also be posted on the SFE home page. The TDSB expects employees to use their Board email account when communicating with the Board. Emails from non-TDSB accounts may not receive a response.

ANNUAL GENERAL MEETING AND DINNER

Thursday May 23, 2013

Holiday Inn Yorkdale

(See enclosed flyer for details)

Reminders

- ♦ **March 11, 2013 – March 15, 2013**
Inclusive, March Break
- ♦ **March 29–April 1, 2013**
Easter Holidays
- ♦ **April 15, 2013**
O.C.T. Fee is due
- ♦ **May 3, 2013**
Motions to Amend the Constitution posted on our website
- ♦ **May 10, 2013**
RSVP and cheque for AGM Dinner due
- ♦ **May 18–20, 2013**
Victoria Day Weekend
- ♦ **May 23, 2013**
Local Annual General Meeting and Dinner
- ♦ **June 7, 2013**
Elementary P.A. Day
- ♦ **June 27, 2013**
Last day for students
- ♦ **June 30, 2013**
Last day to complete online renewal form

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Day of Pink—What Will You be Wearing on April 10th?

Day of Pink is the international day to combat homophobia and transphobia. Wearing pink shows support for diversity and the ending of discrimination and bullying. Discrimination comes in many forms including racism, sexism, homophobia, transphobia, ableism, ageism and anti-Semitism.

The theme of this year's International Day of Pink is *Dialogues: It's Time to Talk About Bullying*. When you choose to wear pink—you are declaring yourself an activist for change.

Employment Insurance Act Changes

Bill C-38 was an omnibus budget bill that combined substantial legislative changes including raising the age of eligibility for Old Age Security and reforming the employment insurance system. The bill allows the Federal Government to make unilateral changes to the employment insurance system by regulation. (Sounds very similar to Bill 115—doesn't it?)

Possible Impact of Employment Insurance changes on ETFO members

- ◆ Members seeking a claim appeal will experience longer wait times if they are able to appeal at all.
- ◆ Members risk losing benefits if they do not accept work.
- ◆ Members will have to broaden their job searches and keep evidence of those searches for 6 years.
- ◆ Members may have to accept jobs paying significantly lower wages than they are accustomed to receiving.

Work is Still Down but Flu Season has Arrived

Depressingly, our work has continued on its downward trend. Work has remained 18% below the same period last year. The good news—our more recent report was just 7% below last year's numbers. This improvement is attributable to a major flu outbreak that, according to a radio traffic reporter, has resulted in fewer cars on the road. Unfortunately, we have also had unfilled jobs which the Board could use as a reason to hire more OTs.

If you get a call—please accept a job.

Your Pension is now in 3 Buckets



The Ontario Teachers' Federation (OTF) and the Ontario government are changing the pension plan's inflation protection. This change is part of an agreement to eliminate the pension plan's 2012 funding shortfall. Inflation protection **after** you retire will now be based on three periods of pension credit (the three buckets):

- ◆ Pension credit earned before 2010 is fully (100%) protected against inflation.
- ◆ Pension credit earned from 2010 to 2013 includes conditional or variable inflation protection that can range from 50% to 100% of the increase in the cost of living depending on how much the plan can afford to pay.
- ◆ Pension credit earned after 2013 includes inflation protection that is entirely conditional on how much the plan can afford to pay. Increases could range from zero to 100% of the change in the cost of living.

For more information about how the change could affect you, please visit:

<http://www.otpp.com/FundingUpdates>

Health and Safety Issues for Occasional Teachers

♦ *WSIB Exposure Form:*

There is a WSIB Exposure Form which should be completed by members who have been exposed to possible disease especially in the event of a Violent Incident involving biting, scratching or spitting. This becomes a permanent record with the WSIB and is key if the member were to develop an illness subsequent to such an event. The form can be found online on the WSIB site at www.wsib.on.ca/workers/forms. Unfortunately, the TDSB does not make these forms available to our members. These forms are used only when there is no lost time and there is no ongoing illness involved; ie. the event is not covered by other WSIB Forms.

♦ *Violent Incident Reports:*

Our Health and Safety representatives are attempting to track Violent Incident Reports to ensure that timely Principal Investigation Follow ups are happening. We would like any members who have filled out a Violent Incident Report to also fax or email a copy to our office when they fill one out and submit it to the school Administrator.

♦ *Hearing Protection at School Dances:*

More than your toes are at risk when you are supervising a school dance. The noise level at a school dance measures around 110 decibels, well above the acceptable level of 85 decibels or less. Members may want to rethink volunteering for dance supervision unless supplied with hearing protection. Foam ear plugs can reduce decibel levels by up to 30-35 decibels and should be provided by the school if requested by the member.

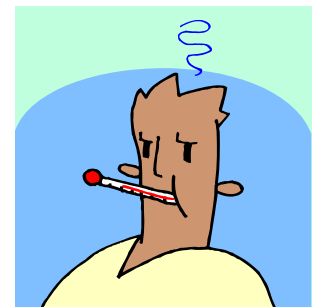


Understanding Your Sick Leave Credit

Here is a re-cap of the New Sick Leave provisions as applied to Occasional Teachers. The TDSB also has a Q&A posted on the TDSB Website under *Employee Services - Bill 15 Putting Students First Act, 2012*.

- ♦ *If the LTO is for the full school year:*
 - ♦ There will be 10 sick days and 60 STLDP (Short Term Leave and Disability Plan) days allocated at the start of the LTO.
- ♦ *If the LTO has a known end date:*
 - ♦ The sick days and STLDP days will be allotted at the start of the LTO (one sick day and 3 STSDs for each month of the assignment).
- ♦ *If the LTO has an unknown end date:*
 - ♦ There will be 1 sick day and 3 STSDs credited at the beginning of each month.
- ♦ Unused sick days and STLDP days can be carried forward to subsequent LTOs within the same school year.
- ♦ Sick days and STLDP days cannot be carried forward to the following school year.
- ♦ STSDs will be paid at either 90% or 66% depending on the outcome of an adjudication process still under development. Until such process is in place, members will be paid at the 90% rate.

Members should email either JP Lombardi or Justin Dumont at the TDSB for further clarification.



Regulation 274—Everyone's got an opinion

Regulation 274 was introduced by then Minister of Education, Laurel Broten, as fair hiring practices that, “would benefit newer teachers who have been waiting for full-time jobs after years of substitute and occasional teaching” *The Canadian Press*, August, 2012. Since then, virtually every stakeholder in Education has expressed their opinion and concerns. Most of which ended up in an article published in the *Toronto Star* this February by Education Reporter, Kristin Rushowy.

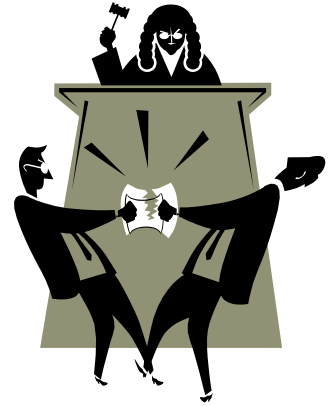
According to Rushowy, Michael Barrett, president of the Ontario Public School Boards' Association stated that, “Regulation 274 will hamstring boards wanting to hire a more diverse teaching workforce because they have to hire from among the most senior candidates — not the best one...and it means principals won't necessarily be able to bring in the best person for the job.”

Conversely, Ryan Bird, speaking on behalf of the Toronto District School Board, expressed concern that the TDSB would be limited in their ability to hire males and visible minorities, “...given the regulation limits the board's ability to request the same for full-time jobs.”

Ken Arnott, president of the Ontario Principals' Council spoke of the reluctance of principals to change their hiring practises when he stated, “School administrators look for applicants who have knowledge of the kids, who are a good fit, who have knowledge of the school and of the parents in the community,... that won't always happen with the new rules.”

Kudos to the Peel Board of Education for being the most upfront in their assessment of the need for change in their hiring protocols. As stated in the *Toronto Star* article by Louise Brown, published on January 2013, “The sweeping action plan, unveiled at a board meeting Tuesday night, is in response to a tough “inclusion audit.” It found many frustrated applicants who claimed that “who you know” too often trumps “what you know,” and that nepotism most often blocks teachers of colour, teachers with certain accents, and gay and lesbian educators.

Whether you believe or not, that Boards have a ‘Friends and Family’ hiring policy, regulation 274 will require sweeping changes. Many of those who have been lobbying in resistance to change through the media will also be lobbying the Ministry of Education directly to repeal or at least water down the Regulation's requirements. ETFO will also be there to speak up for the best interests of Occasional Teachers.



Taking an A.Q. this Spring?



Some AQ courses require a signature from a Supervisory Officer prior to your registration. Justin Dumont and John Paul Lombardi in the Occasional Teaching department at the TDSB will help facilitate this for Occasional Teachers. They will verify the information being requested, have it signed by the appropriate TDSB Supervisory Officer for Occasional Teachers and finally return it to you.

Send in your request 3 to 4 weeks prior to the start of the course by faxing the forms to 416-397-3484 to the attention of:

- ◆ Justin Dumont, if your last name begins A - K
(Direct Telephone - 416-397-3249);
- ◆ John Paul Lombardi, if your last name begins L - Z
(Direct Telephone - 416-397-3007).

TDSB Health Care Benefits

If you have worked at least **80** days in this school year (September to June), you are entitled to purchase the Employee Benefits Plan at 50% of cost in the following school year. Enrolment information will be sent in early June if you qualify or have the potential to qualify.

Your enrolment forms must be returned by June 30 as per the Collective Agreement.

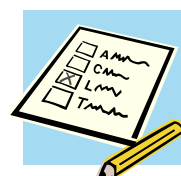
Details of the benefits plan are available online at mytdsb.on.ca Click on TDSBweb > Employee Services > Benefits.

For income tax purposes, you will see the premium amount you paid for the health and/or dental plans in Box 85 of your 2012 T4 slip.

Local Executive for 2013–2014

In accordance with our Local Constitution, the annual election of our Local Executive is by mailed ballot sent to each member's home. Using a mailed ballot gives every member equal access to the voting process.

This year, there will be an election for the **First Vice-President's position**.



Please exercise your right to vote.

Election ballots will be mailed to your home the first week of April.

The Candidates for First Vice-President:

Donna Chapman

Rob Fulford

The following have been acclaimed to positions on the 2013/2014 Local Executive.

| | | | |
|------------------------------|---------------------|------------------|----------------|
| President | Marion Mutton | Treasurer | Scott Maudsley |
| Second Vice-President | Pamela Vasilopoulos | Secretary | Susan Monahan |
| Third Vice-President | Sophie Kroesen | | |
| Executive-at-large: | Donna Chapman* | Greg Deitcher | Pat Munroe |
| | Marsha Raman | Elaine Salisbury | Iris Sopinka |

* Contingent on the outcome of the election for First Vice-President

Are You Interested in Health and Safety?

Are you interested in being a Health and Safety Inspector, representing the ETFO – Toronto Occasional Teachers' Local? These positions are appointed annually with inspectors limited to serving a maximum of three consecutive terms as stipulated in our Local's Constitution. Details about the job requirements and application information are included in this newsletter mailing.

Motions to Amend the Local's Constitution

In accordance with the constitution, proposed amendments to the Local Constitution must be submitted to the Local office no less than forty-five (45) days prior to the Local Annual Meeting. The deadline this year is April 8th, 2013. All motions will be posted on the Local's website www.etfo-torots.org by May 3rd, 2013. Members can read the motions on-line prior to attending the May Annual General Meeting where we will vote on these motions.

OTF Connects 2013—Free Webinars.

The Ontario Teachers' Federation hosts OTF Connects, OTF's online community dedicated to bringing teachers together to learn and share through free online webinars.

OTF Connects 2013 titles include:

Using Authentic Assessments to Engage Students, Supporting Student Learning with iPads, Flipped Classroom - The Basics, Blogging for Learning, BYOD: High-yield Instructional Strategies, Reaching the Reluctant Learner Through Technology - Part 2, The My Hero Project: Using Technology to Enhance Your Literacy Program, Fostering Problem Solving in Mathematics with Critical Thinking, ...and many more!

For details and registration, please visit: OTF Connects at www.otffeo.on.ca

Annual Renewal Letter and Offence Declaration

Each year, members are required to complete and submit their Annual Renewal and Offence Declaration forms online by the due dates in order to remain active as an Occasional Teacher for the following school year. Our Collective Agreement states **you must respond by the renewal deadline of June 30th**.

Expect a letter from the Board by late May providing the necessary details and renewal date. Log-in instructions are in your Occasional Teacher Pocket Calendar on page 30.

Failure to complete the renewal form will result in your name being removed from the List. The Board has no obligation to reactivate you as an employee if you do not meet the deadlines. Even if they do relent, you will be unable to work in the fall until the required documents are re-entered which can mean a few weeks or even months of lost work.

Article 18.5.1 of the Collective Agreement states that **you must complete 20 days of occasional teaching by May 15th** or the Board may remove you from the List.

Message from your President:

Dear Colleagues,

I want to thank you for supporting the Rally for Democracy. Thousands of ETFO members from the GTA came out on Friday evening and were joined by bus loads of ETFO members from across the Province on Saturday. How could you tell it was teachers demonstrating? Our signs were creative and we sang in tune. The delegates to the Liberal Leadership convention certainly knew it was teachers demonstrating outside Maple Leaf Gardens.

Our Provincial President, Sam Hammond, has shared that the meetings with the new Premier, Kathleen Wynne, have been positive and respectful conversations. ETFO's goal is to move our agenda forward and find solutions that respect our members.

ETFO will be going forward with the Charter challenge of Bill 115. The court date is set for October 21 – 25th.

You will shortly be receiving a mail-in ballot for our Executive Elections. Please exercise your right to VOTE!

Yours in Federation,

Marion

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|-----------------------|------------------|
| President | Marion Mutton |
| First Vice-President | Robert Fulford |
| Second Vice-President | Sabrina Ramnanan |
| Third Vice-President | Donna Chapman |
| Treasurer | Scott Maudsley |
| Secretary | Susan Monahan |
| Executive at Large: | |
| Judy Anderson | Greg Deitcher |
| Bonnie Grossman | Patricia Monroe |
| Marsha Rayman | Iris Sopinka |
| ETT Liaison: | John Smith |

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