

# The Dispatch



## By-Election for Executive-at-large Position

We have an open position on our 2013-2014 Local Executive. A by-election will be held at our November 21st General Meeting (see enclosed flyer).

If you are interested in running for the open executive-at-large position, please advise the Local by phone or email on or before 4:00 pm Thursday, Nov. 14th so your name can be placed on a ballot. Each candidate will have an opportunity to address the members for up to 2 minutes. Vote to follow by secret ballot.

## LTOs—If You Are Interested, Apply

Changes in the interview process for LTOs mean that a job will only be posted once. If the job interests you—apply, even if you think you are too far down the Seniority List to get the job. You never know who else will apply. The next job might be yours.

Check that your application package is complete before you send it out. The list of required documents is available on the LTO Postings Page on the Board's website.

## The Labour Movement is not just about decent jobs. It's about a better life for everyone.

This is the message that millions of Canadians across the country will see on their television sets from October 7 through November 17. It's part of a national advertising campaign sponsored by the Canadian Labour Congress to remind people about the good things we all enjoy because unions bring fairness to the workplace – and to our lives.

**GENERAL MEETING and BY-ELECTION**  
**Guest Speakers—Patricia Hayes and Libby Zeleke**  
**TDSB Human Rights Office**  
**Thursday, November 21, 2013**  
**Armour Heights P.S.— 4:45 p.m. - 7:00 p.m.**  
**148 Wilson Avenue**  
*See the enclosed flyer for further details.*

October, 2013

Volume 16, Issue 1

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### Reminders

- ◆ **November 14, 2013—**  
Last day to declare your candidacy to run in the Local's by-election.
- ◆ **November 15, 2013—**  
Board-wide P.A. Day
- ◆ **November 21, 2013—**  
Fall General Meeting and by-election at Armour Heights Public School.
- ◆ **December 20, 2013—**  
Board-wide P.A. Day. LTOs are to be paid for the day.
- ◆ **December 23, 2013—  
January 3, 2014**  
Inclusive, Winter Break

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## MOU Agreement is now signed and “Stapled” to your C.A.

On September 30th, the Local and Board signed a final agreement to append the provisions of the MOU (Memorandum of Understanding) reached between ETFO and the Government.

Changes to your old Collective Agreement include:

### Maternity Benefits for LTOs—SEB Plan

Effective May 1, 2013, OTs in LTO positions qualify for up to eight weeks (but not past the end date of the LTO) of Supplementary Employment Benefit. Application forms will be available through the TDSB LTO Records Department.

### Miscellaneous Leave Days for LTOs

LTOs have access to 5 Miscellaneous Leave Days (not deducted from sick leave) per school year, with Board approval. These 5 days can be used in **any combination** of the following reasons: Religious Holy Days; writing examinations; attending a graduation or funeral.

Members will continue to have paid leave for court appearances and bereavement leave as per the Collective Agreement.

### New Sick Leave Calculations for LTOs

LTO	<u>Sick Days</u> (fully paid)	<u>Short Term Days</u> (90% of pay)
10 Months	11	60
9 Months	10	54
8 Months	9	48
7 Months	7.5	42
6 Months	6.5	36
5 Months	5.5	30
4 Months	4.5	24
3 Months	3	18
2 Months	2	12
1 Month	1	6

### LTO List Application

The TDSB sent an email inviting members to apply to the LTO List, providing they had completed 20 days and 10 months of occasional teaching. The deadline to respond was Oct. 15, 2013.

Members should always check their TDSB email for communications from the TDSB.

### Voluntary Unpaid Leave

VLAP Days (Voluntary Leave of Absence without Pay) will be available to members in LTO positions. An LTO may opt to have up to five (5) unpaid days, with Board approval. Members may choose to purchase their pension credits for these VLAP Days. Contact OTPP (Ontario Teacher Pension Plan) directly to arrange for payment.

**There will be no “unpaid” P.A. Days for Occasional Teachers in LTOs on December 20th, 2013 or March 7th, 2014. The TDSB will be advising members in LTOs about their participation in Professional Activities closer to these dates.**

## Together Fairness Works—getting You Involved in Your Union

The CLC has initiated a campaign entitled Together Fairness Works to introduce member engagement strategies that focus on:

- ♦ Shifting the perceptions of unions in the public eye, provide positive reinforcement of the value of unions to our members, and to signal to politicians that the labour movement is prepared to take on the battle to protect the best interests of all Canadians.
- ♦ Opening member to member conversations to uncover who our “member engagers” might be and encourage them to build passion and commitment among other members.

We are inviting members who would like to get more involved in their union to join us for coffee and conversation. Date and location details will be provided on our website at:

**[www.etfo-torots.org](http://www.etfo-torots.org) under Upcoming Events**

## Bill 103—Protecting Students Act 2013

### Proposed Amendments to the OCT Act 1996

The Government has introduced Bill 103 in response to the recommendations in Justice LeSage's report concerning the College's complaint, investigation and member discipline process. The following are some of the proposed changes:

The definition of 'professional misconduct' would include "sexual misconduct". Behaviour, remarks and conduct by electronic means would also fall within the scope of the new provisions.

It would become mandatory for Boards to report a Teacher being disciplined by suspension from employment to the College. Such a report will be forwarded to any Board a Teacher has since moved to or is also currently employed by.

Where a complainant makes a report directly to the College and should likely have made a report to the CAS, the College will decide whether a hearing into the allegation should take place and whether an interim suspension should be imposed on a member by the College.

Of concern is that "past College proceedings" could be considered as relevant to any concurrent or future investigations, even if they are completely un-related.

The College would be required to publish every decision, including the reasons for the decision and all resolutions adopted along with the member's name on their public website.

Members should be aware that the TDSB is already forwarding to the College letters of discipline issued to our members. This adds another level to the discipline already imposed.

ETFO will continue lobbying for amendments and revisions to these proposals.

**Members who are contacted by the College  
should seek the assistance of ETFO immediately.**

## New Fraser Mustard Early Learning Academy is now open

Located at 82 Thorncliffe Park Dr, East York, Fraser Mustard is a Full Day Kindergarten only school with 685 students in attendance.

Occasional teachers who have zone 5 on their profile will already be receiving calls for this school. If you have only picked individual schools by name for your profile, you will need to update your profile if you wish to receive calls for this new school.

## New E. I. Benefit - for Parents of Critically ill Children (PCIC)

Beginning June 9, 2013, eligible parent can take leave from work to provide care or support to their critically ill or injured child. Eligible parents will receive 55% of their average salary, to a maximum of \$47,400 or \$501 per week for up to 35 weeks in the 52 week period.

To be eligible for the PCIC benefit, you must be able to show that:

- your regular weekly earnings from work have decreased by more than 40% because you need to provide care or support to your critically ill or injured child
- you have accumulated 600 insured hours of work in the 52 weeks prior to the start of your claim, or since the start of your last claim, whichever is shorter
- you are the parent of a child who is critically ill or injured and your child is under 18 years of age at the time the 52-week window during which PCIC benefits can be paid opens (based on the date the specialist medical doctor states that your child became critically ill or injured)

**A new ETFO publication, "A Members Guide to E.I." is posted on our website at [www.etfo-torots.org](http://www.etfo-torots.org) under Important Documents.**

Delegates Judy Anderson, Donna Chapman, Donovan Fernandes, Kim Fry, Rob Fulford, Bonnie Grossman, Sophie Kroesen, Melissa Major, Susan Monahan, Marion Mutton, Marsha Rayman, Julia Sweeney, Iris Sopinka, Peter Stergiadis and alternates, Drew Schofer and Susan Andrew represented our Local at the 2013 ETFO Annual Meeting.

Our thanks to the above members for their support in advancing the interests of Occasional Teachers and giving up four days of their summer break to attend.

If you are interested in participating as a delegate next August, look for the January issue of *The Dispatch* with the details on the delegate election process.

## Get Involved in Your Local's Committees

Much of the Local's work is done by Committees. Please consider joining a committee. It's a great way to get more involved with your Local by helping plan the events you enjoy.

Call the office @ 416-227-1866 or e-mail us (see front page) for more information.

**Constitution Committee:** Chair, Susan Monahan

**Budget Committee:** Chair, Scott Maudsley

**Elections Committee:** Chair, Elaine Salisbury

**Excellent Schools Committee:** Chair, Marsha Rayman

**Health and Safety Selection :** Chair, Iris Sopinka

**Member Involvement Committee:** Chair, Marsha Rayman

**Membership Recognition:** Chair, Marion Mutton

**Professional Development Committee:** Chair, Sophie Kroesen

**Political Action Committee:** Chair: Rob Fulford

**Social Committee:** Chair, Rob Fulford

**Social Justice and Equity Committee:** Chair, Pat Munroe

**Status of Women:** Chair, Pat Munroe

### Violent Incidents

Completing a "Health and Safety Concern/Near Miss Incident Form", guarantees a response from Administration within 5 days.

Members should fill out this form in addition to an "Employee Report of a Workplace Violent Incident" when a violent incident occurs.

### Message from your President:

Dear Colleagues,

Listed on page 2 of our newsletter are the changes to our Collective Agreement that came through the MOU signed between ETFO and the Provincial Government. Local bargaining issues remain unresolved.

We are now preparing for the next round of bargaining which will happen very soon. Our current contract expires August 2014. We encourage you to keep current with developments in both bargaining and politics.

Unions are under attack but the real target is the Canadian middle class. Union social activism protects the rights of all Canadians whether they are union members or not. If unions are lost to the Tory campaign to make Ontario a "right to work state", everyone will be dragged into the race to the bottom socially and economically. Make no mistake, we are under attack and need to come out fighting.

Finally, I want to mention the importance of leadership renewal—consider getting involved and running for an executive position.

Yours in Federation,

*Marion*

President	Marion Mutton
First Vice-President	Robert Fulford
Second Vice-President	Sophie Kroesen
Third Vice-President	Greg Deitcher
Treasurer	Scott Maudsley
Secretary	Susan Monahan

### Executive at Large:

Donna Chapman	Patricia Munroe
Marsha Rayman	Elaine Salisbury
Iris Sopinka	

ETT Liaison: John Smith

Published by: ETFO - Toronto Occasional Teachers  
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(By Board Courier: Route NE)  
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