

The Dispatch



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Unfair Job Losses

Last May we were told by the Board there was very little opportunity for hiring to contract teaching positions because of declining enrolment. In fact, at the end of May hundreds of contract teachers were sent surplus letters. By the end of June these letters had been rescinded. Instead, the Board placed approximately 200 contract teachers into what should have been LTO positions—positions that were never posted.

This action was taken without consulting or warning our Local. As a result, we believe that there are hundreds of contract teachers taking what should be our work. Our Local is appalled at this situation and we are investigating every available avenue to seek recourse. We have asked Jean Shaw, Manager Elementary Staffing, to attend our November General Meeting. This is your opportunity to voice your concerns directly to the department head responsible for the decisions that affect your work.

Since last spring, we have dealt with members in distress over losing their LTO to a surplus contract teacher. If you were in this situation, you need to contact our office. You may be entitled to compensation.

Employment Insurance Issues

As an enhancement of your new Collective Agreement, the TDSB should have reported each day worked on your 2008–2009 Record of Employment (ROE) as 8 hours. In error, the TDSB issued ROE's reflecting 7 hours per day worked.

If you were denied EI benefits this summer due to insufficient hours, call your TDSB payroll assistant and request a corrected ROE immediately. Submit the corrected ROE along with an appeal to Service Canada.

GENERAL MEETING
Thursday, November 19, 2009
Armour Heights P.S.— 5:00 p.m. - 7:30 p.m.
148 Wilson Avenue
Light Dinner from 4:30 p.m.
(See enclosed flyer for details)

Reminders

- ◆ **October 24, 2009—**
OTs participating in the **GuluWalk**. See our website for details and please consider joining us
- ◆ **November 13, 2009—**
Elementary P.A. Day
- ◆ **November 19, 2009—**
Fall General Meeting and at Armour Heights Public School
- ◆ **December 4, 2009—**
Elementary P.A. Day
- ◆ **December 21, 2009—**
January 3, 2010
Inclusive, Winter Break

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ETFO Annual Meeting—August, 2009



Delegates Judy Anderson, Donna Chapman, Greg Deitcher, Rob Fulford, Mike MacDonald, Ian McKenzie, Susan Monahan, Marion Mutton, Marsha Rayman, Rosanna Reuter, Elaine Salisbury, Iris Sopinka, Julia Sweeney, Sarah Yee and alternates Scott Maudsley and Don Biderman represented our Local at the ETFO Annual Meeting.

Delegates debate and vote on motions, giving direction to our Provincial Organization. This year they also voted to elect a new Provincial Executive team.

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.

Occasional Teacher elected as Ontario Teachers Federation Representative at ETFO Annual General Meeting



We are pleased to report that Rian McLaughlin, the President of the Hamilton-Wentworth Occasional Teacher Local was elected as the ETFO representative to the Ontario Teachers' Federation. This means that she serves as an Executive Officer on both the ETFO and OTF Executives. Next year Rian will assume the role of President of the Ontario Teachers' Federation and will serve as its official spokesperson. This is the highest office attained by an Occasional Teacher in teacher federation history. OTF is the umbrella organization, formed in 1944 by an act of the provincial government, to advocate for the teaching profession. All of the province's teacher federations must belong to OTF and contribute to the voice of the profession in all matters of common interest with government and stakeholders.

For Occasional Teachers, OTF must speak to issues which directly affect our professionalism and our pensions. As well, OTF fosters relationships with the Faculties of Education and the Ontario College of Teachers and speaks for all of us on issues of common interest. OTF is a highly respected member of the Canadian Teachers' Federation and Education International - your voice is heard well beyond our provincial borders.

There are many opportunities for Occasional Teachers to become involved in OTF. Visiting the website, otffeo.on.ca will show you the variety of professional learning opportunities (many of which are completely free of charge) that are available for all teachers, including you. The site also showcases the social justice work that OTF does on our behalf. Please take note of all of the excellent pension information that the site provides. OTF's new logo and slogan indicate the importance of our profession and of the organization which advances our beliefs and our values - Your Voice Your Strength.

New Website for ETFO Occasional Teachers

ETFO has created a website just for Occasional Teachers. The site is divided into three main sections:

- ◆ *Advice for Occasional Teachers;*
- ◆ *Instructional Supports;*
- ◆ *Curriculum Resources.*

*Go to **www.etfo-ot.net** for direct access or click on the link from the ETFO website at **www.etfo.on.ca***

ETFO Provincial Executive 2009 –2011

Table Officers:

President	Sam Hammond—Hamilton-Wentworth Teacher Local
First VP	Susan Swackhammer—Grand Erie Teacher Local
VP	Hilda Watkins—Greater Essex Teacher Local
VP Female	Maureen Weinberger—Halton Teacher Local
OTF Rep.	Rian McLaughlin—Hamilton-Wentworth Occasional Teacher Local

Executive Members:

Mark Hachmer—Trillium Lakelands Teacher Local
James McCormack—Waterloo Teacher Local
Deb St. Amant—Kawartha Pine Ridge Teacher Local
Doug Cook—Upper Grand Teacher Local
Mike Lumb—Limestone Teacher Local

Executive Members Female:

Adelina Cecchin—Greater Essex Teacher Local
Diane Dewing—Upper Canada Occasional Teacher Local
Rachel Gencey—Durham Teacher Local
Karen Brown—Elementary Teachers of Toronto

The Timetable of the Teacher you are Replacing And the Importance of your Collective Agreement



This September you were mailed your new Collective Agreement (with the bright purple cover). This document codifies your rights and responsibilities as an Occasional Teacher with the TDSB for at least the next three years. We can't stress enough that you read your Collective Agreement, know your rights and be prepared to state with authority the working conditions to which you are entitled. If you aren't prepared to stand-up for your rights, every other Occasional Teacher who comes to that school will be expected to cave-in too.

A bargained entitlement that isn't enforced or observed can be lost through "estoppel". This is a legal term by which a person is prevented from asserting their rights because they are inconsistent with their previous actions, conduct or silence.

One of the most important gains that Occasional Teachers have ever achieved is getting the timetable of the teacher being replaced (28.2.0 on page 22). This is the clause most often reported by members as being abused. Typically we hear, ...the VP said, "This is how we always pay back our staff's owed prep time", or the secretary said, "Our regular Occasional Teachers never complain", or a teacher said, "I owed my friend a prep period (or recess duty) so you'll need to cover this for me". Sometimes the abuse is hidden, with a freshly printed timetable that omits the prep period or adds the extra yard duty. Usually, the Occasional Teacher finds the regular timetable somewhere in the classroom or the students question why they aren't going to library today.

You need to stand up for your rights, in a firm and professional manner. Feel free to blame your Union, saying, "I'm so sorry but I really don't want to be in trouble with my union..." Should you fail to come to an understanding with the administrator, do not engage in an argument. Rather advise the administrator that you will be calling your union to seek advice. Then, photocopy everything!

Local Standing and Ad Hoc Committees

Much of the Local's work is done by Committees made up of members. Each member of the Executive sits on at least one Committee. Please consider joining a committee of interest to you.

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

Annual Meeting/Constitution Committee: Chair, Susan Monahan

Budget Committee: Chair, Marsha Rayman

Elections Committee: Chair, Sarah Yee

Excellent Schools Committee: Chair, Iris Sopinka

Health and Safety Committee: Chair, Todd Prescott

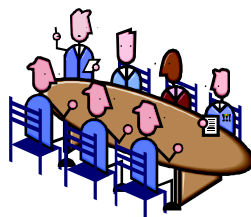
Member Involvement Committee: Chair, Marion Mutton

Professional Development Committee: Chair Donna Chapman

Political Action Committee: Chair, Scott Maudsley

Social Committee: Chair, Rob Fulford

Social Justice and Equity Committee: Chair, Judy Anderson



Do LTO's get paid for statutory holidays such as Family Day and Easter?

When Long weekends and holidays shorten the work week, LTOs receive pay for only the days they taught.

However, they are paid at 1/194th of their "grid" rate every day they work.

LTOs receive the same amount of pay as a contract teacher with the same qualifications and experience but it is paid out differently.

Allegations Around Physical Contact Continue to Occur

Allegations by students happen regularly. Unfortunately, Principals are required by Board Policy to call immediately both the Police and Children's Aid Society and to send the Occasional Teacher home, no matter how unlikely the allegation seems.

While there is nothing teachers can do to prevent a child from fabricating a story, they can protect themselves by keeping some distance between themselves and students. Never be alone with a child. Keep a calm and professional voice particularly when dealing with a difficult pupil. Don't feel that you have to deal with the situation yourself. Ask for help from the office or the teacher next door.

Look on our website at www.eto-toronto.org under Documents and Directives for more tips on Defensive Teaching.

Dealing with SmartFindExpress

Daily Occasional Teacher frustration levels can be elevated by the automated dispatch system known as SmartFindExpress (SFE). Here are some SFE frequently asked questions.

I see a job on SFE online but the system won't let me accept it. Can I call the school and tell them I'm available?

If you don't have a job number you don't have a job. The school would have to cancel the job (Not easy to do when the job is in call-out) and then assign the job to you. If the school is willing to do this (not many would), don't leave home until the school has called you to confirm that you now have the job and they can provide you with a job number.

I use my cell phone to get work. Why can't I just turn off my phone when I'm not available?

SFE will continue to call to your cell phone number throughout the call-out period. Protect your work and that of your colleagues – book off in SFE if you aren't available. The Board has made a commitment to limit hiring unless there is a demonstrated need. If the system bogs down trying to dispatch jobs to members who aren't picking up the phone or consistently declining everything offered, the job won't get filled on time and the Board could argue the need for more hiring.

When I look on the website no jobs come up—why?

Jobs are filtered through SFE based on a sequenced order. The system first looks for OTs specifically requested by the school, then preferred OT's by subject or grade, then by the schools priority list, then by the OTs preferred schools or zones first by qualified subject, then by willing to teach subject and finally by the OTs preferred schools or zones regardless of subject. Until you are the next person in line to be called, you will not see the job online. SFE picks the person to be called in the rotation from where it left off last time.

Message from your President:

Dear Colleagues,

At a recent Federation Event, I learned about Millennials, the newest label for the generation born after 1978. Identifying markers for this group include their ability to think globally and embrace technology.

To better communicate with all members, we have launched an updated website (www.etfo-torots.org) to post the important information that often comes up between newsletters. It will also act as an electronic source of the printed information provided in your newsletter package. If you can't recall the details of an event you've signed up for, just look online.

As members of the global teaching community, your fellow Occasional Teachers will be participating in the GuluWalk from Yonge and Lawrence to Queen's Park on October 24th. Look for our flag so we can walk together in support of the children of Uganda. If you aren't able to walk with us, consider making a pledge of support at www.guluwalk.com

Yours in Federation,

Marion

President	Marion Mutton
First Vice-President	Robert Fulford
Second Vice-President	Donna Chapman
Third Vice-President	Elaine Salisbury
Treasurer	Marsha Rayman
Secretary	Susan Monahan

Executive at Large:

Judy Anderson	Scott Maudsley
Todd Prescott	Rosanna Reuter
Iris Sopinka	Sarah Yee

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