The Dispatch

Occasional Teachers
ETFO
Toronto

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Are You Having Difficulty Landing a Long Term Position?

Our Collective Agreement only permits existing members with 5 days or more of occasional teaching to apply for the first posting of an elementary long term position with the TDSB. If no current member is suitable, the Board is able to hire from outside on subsequent postings. When the Board hires from outside our current membership, the Board is required to advise the Union Local.

We need to make sure that all of our existing members are given fair consideration. The only way we can do this is with your help. We are asking that you do the following when applying for any posted long-term position:

- Apply directly to the school in accordance with the Board's application procedures;
- Email our Local at: generaldelivery@ica.net. In the subject line, type only the LTO posting number. In the body of the email, just tell us the date when you applied for this job.

If a non-member is hired, we can follow up to make sure that member applicants were given full consideration.

ANNUAL GENERAL MEETING AND DINNER

Thursday May 21, 2009

Holiday Inn Yorkdale

(See enclosed flyer for details)

Reminders

- **March 16, 2009—March 20, 2009** Inclusive, March Break
- **April 10—13, 2009** Easter Holidays
- **April 3, 2009** Elementary P.A. Day
- **April 15, 2009** O.C.T. Fee is due
- **May 4, 2009** —RSVP and cheque for AGM dinner due
- **May 4, 2009**— Motions to Amend the Constitution posted on our website
- **May 16—18, 2009** — Victoria Day Weekend
- **May 21, 2009**— Local Annual General Meeting

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Looking for Your Voice for a Members' Participation Focus Group

The ETFO-Toronto Occasional Teachers Local is the local representing all elementary occasional teachers who work for the Toronto District School Board. But what, exactly, do we do? Test your understanding of our function. Check off each of the boxes that you think represent the work of your Union Local:

Who are we?

- ☐ the people who negotiate your contracts
- ☐ the people who make sure your contracts are upheld
- ☐ the people who dialogue with the TDSB on concerns of our occasional teachers
- ☐ the people who provide professional development for our members
- ☐ the people who advocate on your behalf to solve professional problems
- ☐ the people who provide social opportunities for members to meet and share their experiences, difficulties and successes, while relaxing and enjoying each others company.
- ☐ the people who participate in social justice and equity issues on behalf our membership through involvement and financial contributions
- ☐ All of the above.

There is no doubt that the strength of a union depends upon the involvement and support of its membership. Our Local was formed with the amalgamation of the six "Metro" school boards eleven years ago. Since that time, our membership has grown substantially – but involvement of our members has not increased proportionately.

We need to find ways to encourage our members to become more involved – and not just when it's time to take a strike vote. It's essential that we identify and encourage members who are willing to take on organizational and leadership roles in our Local.

Are you a new member (less than 5 years of teaching) interested in participating in a focus group to explore and discuss how we can attract new members to become active in our organization? (Perhaps yourself?) Please send an email to: **marionmutton@ica.net** with the subject line: **Focus Group**.

There will be a thank-you gift for all those who participate.

Is it true that….
only Occasional Teachers on the Eligible-to-hire List can apply for LTOs?

No**. Any member with 5 days of Daily Occasional Teaching or a previous LTO can apply for an LTO.* ***You do not have to be on the Eligible-to-hire List to be able to apply for an LTO.

The School Year Calendar for 2009—2010 has a Surprise

Regulation 304 requires 194 school days between September 1 and June 30 each year with a maximum of 6 PA Days. The coming school year is problematic as Labour Day falls on September 7th. As a result there are not 194 possible teaching days between September 8th, 2009 and June 30th, 2010, if the usual winter and spring breaks are maintained.

The decision has been made to "start school" with two PA days— Wednesday, September 3rd and Thursday, September 4th, 2009. Teachers will be in their classrooms without students. Schools will be closed on Friday, September 5th and students will start school on Tuesday, September 8th, 2009.

TDSB Health Care Benefits and Requesting a Tax Receipt

Occasional Teachers who work at least 90 days in this school year are entitled to purchase the Employee Benefits Plan at 50% of cost in the following school year. Enrolment information will be sent in late May or early June, to those who qualify or have the potential to qualify. **Your enrolment forms must be returned by June 30**, as per the collective agreement. This is the only opportunity in the year when you have the option to enroll.

Details of the Benefits Plan are available on **mytdsb.on.ca** when you log in through Connected Teacher >Employee Services >Benefits.

The TDSB will issue a receipt to submit with your Income Tax as a medical expense for the cost of the premiums but only when it is requested. Using the Call Centre at 416 397-3228 and follow the prompts. Give them your employee number and let them know what you are requesting. The receipt will be mailed to your home.

Are You Interested in Health and Safety?

Would you be interested in being a Health and Safety Inspector, representing the ETFO – Toronto Occasional Teachers Local? The position is 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 provided with the flyer included in this newsletter mailing.

Local Executive for 2009—2010

The following members have been acclaimed to positions on the 2009/2010 Local Executive. There will not be an election ballot mailed this year as all positions have been filled.

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 Reutter
Iris Sopinka	Sarah Yee

Got the Eligible-to-hire List Blues?

This year members have been very anxious about staying on or being added to the Eligible-to-hire List. The Board anticipates hiring fewer contract teachers next fall. As a result the ETH List will be smaller than in past years.

If you are not returned to the list, please don't consider this a reflection on your professional abilities. It is simply the reality of declining enrolment. There are very few jobs in teaching (unless you speak French).

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 (April 6th this year.). All motions will be posted on the Local's website **www.etfo-torots.org** by May 4th, 2009. Members interested in attending the Annual General Meeting can read the motions on-line prior to attending the meeting.

Excellent Schools Survey

If you haven't yet completed your Excellent Schools Survey, you still have until March 31st to mail in your survey. There will be *Movie Night Out Passes* for five lucky members who sent in the survey they received with the December newsletter.

We need you to tell us about the schools that are aware and respectful of our collective agreement, as well as welcoming and supporting our members, so we can tell every occasional teacher about these excellent schools.

Annual Renewal Letter and Offence Declaration

Each year, members are required to complete and submit by the due dates, the Annual Renewal and Offence Declaration forms online, in order to remain active as an Occasional Teacher for the following school year. Our expired Collective Agreement has the renewal deadline at August 15th. However, the new Secondary Occasional Teachers' Agreement has a renewal deadline of June 30th. This could be our renewal date too, if we sign an agreement before the end of this school year. Make sure you keep reading our Bargaining Update Bulletins.

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.

Expect a letter from the Board this spring providing the necessary details and renewal date. Log-in instructions are in your occasional teacher pocket calendar on page 30.

Message from your President:

Dear Colleagues,

Electronic voting to elect the Governing Council of the College of Teachers has begun and will close on April 14th, 2009. 14 of the 19 teacher positions on the Governing Council were acclaimed. We must elect the remaining individuals who will best represent their teacher colleagues' interests.

The OTF affiliates, which includes ETFO, have endorsed the following candidates for our areas, in and around the GTA:

- ***Jarvis, Annilee* for English-Language Public Elementary**. This is a Province wide position for which all members can vote.
- ***Price, Terry* for Central Ontario—Part-time/Full-time**. Voting for this position is open to members who reside in Toronto, York or Durham.
- ***Weinberger, Hanno* for Southcentral Ontario—Part-time/Full-time**. Voting for this position is open to members who reside in Peel (including Mississauga), Halton, Waterloo or Hamilton.

Go to **www.oct.ca** and complete your online ballot by logging into Members' Area (have your secret password ready) then click Vote Here. I encourage you to give these candidates your support.

Yours in Federation,

Marion

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