

The Dispatch



October, 2010

Volume 13, Issue 1

To Contact Us:



Phone 416-227-1866

Fax 416-227-1868

www.etfo-torots.org

marionmutton@ica.net

robfulford@ica.net

donnachapman@ica.net

sabrinaramnanan@ica.net

Good News!

The good news story is that we have no bad news to share. This year started off with 2 days work in the first week for almost everyone who was available due to the early holy days.

LTO's are still being posted and, unless the job is teaching French, they are all being filled by Occasional Teachers who have completed at least 5 days of daily occasional teaching.

Contract jobs are almost all being filled by Occasional Teachers who are on the Eligible-to-hire List, with the usual exception of French positions. Continuing the good news, almost 100% of the ETH List is Occasional Teachers, if you subtract those added with French Qualifications.

Many of our members, who accepted .5 contract positions in the past and continued to occasional teach for the other half day, have since been hired to full time teaching.

The last piece of good news to share concerns our pay stubs. Finally, LTO sick leave credit should accurately reflect any accumulated sick leave earned to a maximum of 20 days. If you think the number of sick days shown on your pay stub is still incorrect, contact Theresa Raine at 416 397-3249.

Change of Dates—Please correct your Calendar

The following dates have been revised since the summer newsletter mailing. Please note the changes on your calendar pages and plan to join us on the revised dates.

- ◆ **Gulu Walk**—now scheduled for **Saturday October 23rd** starting at 12:30 pm from Lawrence Park. (Note the changed date, time and location from the July newsletter information.)
- ◆ **November General Meeting**—now on *****Thursday November 25th**. (Printed in your calendar on November 18th)

GENERAL MEETING

Meet our Director—Dr. Chris Spence

*****Thursday, November 25, 2010**

Armour Heights P.S.— 4:45 p.m. - 7:30 p.m.

148 Wilson Avenue

Dr. Spence will address the members starting at 4:45 pm

***** Note the change of date. See the flyer for further details.**

Reminders

- ◆ **October 23, 2010**—O.T.s are participating in the **GuluWalk**. See our website for the revised details and please consider joining us.
- ◆ **November 19, 2010**—Board-wide P.A. Day
- ◆ **November 25, 2010**—Fall General Meeting at Armour Heights Public School. Director, Dr. C. Spence will be our Guest Speaker.
- ◆ **December 20, 2010—January 2, 2011**—Inclusive, Winter Break

Inside this issue:

The Collective Agreement and Sabrina's Law	2
Local Committees	3
ETFO Annual General Meeting	4
President's Message	4

The Collective Agreement and EpiPens

Our collective agreement states on page 22, Clause # 28.3.0 ***“No Teacher shall be required to carry out any of the following medical procedures: administering medication by injection,...”*** However, this isn't the end of the discussion. Laws and Regulations can supersede a Collective Agreement. This information is from the **ETFO Fact Sheet on Sabrina's Law**.

Introduction

With increasing numbers of students with severe allergies attending our schools, members are concerned about the possibility of administering EpiPens. Failure to do so could result in serious illness or death. Members must know their rights and responsibilities with regard to administering EpiPens.

Sabrina's Law - Effective January 1, 2006

This law requires all school boards to establish and maintain an anaphylactic policy which includes a communication plan to share information on life threatening allergies. The school board also must provide training for all employees, ensure there is a storage plan for EpiPens, and that there is a plan for using them in emergency situations.

What Members Should Know About EpiPens

Members should be informed of students who are susceptible to an anaphylactic reaction, and their known allergens, and to anyone pre-authorized to administer the EpiPen. The EpiPen is easy to administer and does not pose a health risk, even if it is administered unnecessarily. It can be self administered, but it should be done by, or with the assistance of, an adult. Sabrina's Law provides immunity from lawsuits for any act done in good faith in response to an anaphylactic reaction.

Members' Legal Obligations with Regard to Administering EpiPens

Members have a common law duty of care to take all reasonable steps to ensure the safety of students. Failure to do so could result in a charge of negligence. A member might be the subject of a criminal investigation if the failure or refusal to administer an EpiPen was considered criminally negligent or a failure to provide the necessities of life. **Collective agreements may have provisions limiting a member's responsibility for performing medical procedures of any sort, but in an emergency situation the member may have to administer the EpiPen because of the life threatening nature of anaphylaxis.**

Human Rights Code

If the student is identified as having a disability under the Human Rights Code, the school board must accommodate a student's susceptibility to anaphylaxis. Not to do so would be considered discriminatory.

TEL—is no Longer in Service

*Please visit our website at
www.etfo-torots.org
for the latest information from
your Local.*

*TEL email has now been
replaced by Outlook.*

*Everyone's new email is
firstname.lastname@tdsb.on.ca
See page 32 of your pocket
calendar for further details.*

*It is important that you activate
and use your Outlook email—
particularly when corresponding
with the Board.*

*Eventually the Board's plan is
to have all communication with
employees go through Outlook.*

Get Involved in Your Local's Committees

Much of the Local's work is done by Committees. The following committees are open for membership participation. Please join a committee and be part of a team committed to engaging members and providing the activities and services members enjoy.

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, Scott Maudsley

Elections Committee: Chair, Rob Fulford

Excellent Schools Committee: Chair, Greg Deitcher

Health and Safety Committee: Chair, Todd Prescott

Member Involvement Committee: Chair, Iris Sopinka

Professional Development Committee: Chair, Donna Chapman

Political Action Committee: Chair, Ndidi Mgbemena

Social Committee: Chair, Rob Fulford

Social Justice and Equity Committee: Co-Chairs, Patricia Munroe, Sabrina Ramnanan

ETFO offers numerous awards and scholarships. You may obtain an application form at www.etfo.ca/AboutETFO/AwardsandScholarships. The Awards deadline is Feb. 1st, 2011. The deadline for Scholarships is Apr. 30, 2011.

Committees Seeking Your Input

◆ From Your Excellent Schools Committee:

“OLD OR NEW...IT'S UP TO YOU !”

The Excellent School's Committee is seeking your input in rating an excellent school. Together we will create an updated survey to reflect the thoughts and experiences of our membership. Send your suggested survey questions to generaldelivery@ica.net. Your question responses need to be answerable using a rating scale from 1 to 5 (i.e.: strongly disagree to strongly agree). Questions that are selected by the committee will be included in the survey and the “winners” will receive a gift certificate.

◆ From Your Collective Bargaining Committee:

It has become clear that the next round of bargaining will be directed by a Provincial Government committed to zero increases. All members will be sent a Collective Bargaining Survey but you don't need to wait for the survey to tell us your opinions. Send an email to either Marion, Rob, Donna or Sabrina. Our email information is on the front page of this newsletter.

The NTIP Program is now funded to include all LTO's who are in their first LTO assignment. According to the Ministry, a “new LTO” must be in a position scheduled to last at least 97 days. Full participation can be offered to anyone who is in year 0, 1, or 2 on the experience grid. If you meet the criteria, speak to your Principal about being included in NTIP training.

◆ Member Involvement Committee

Why not share your photo memories of past Local events so they can be seen and appreciated at up-coming meetings or on our website. If you have photos to share, please email them to sabrinaramnanan@ica.net

◆ Equity Social Justice Committee

Our Local has annually donated \$1 per member to a variety of charities. We try to focus on registered charities that will support children living in our teaching area, including shelters for women and their families, health care, breakfast programmes and youth sports and camps.

We are always looking for input and would appreciate knowing your favourite registered children's charities. Please email your suggestions to socialequity@ica.net

Report on the ETFO AGM by New Delegate— Sabrina Ramnanan

My first ETFO Annual General Meeting was a whirlwind of an experience. Nothing I'd heard about it before had prepared me for the thrill of sitting amongst 569 other delegates from across the province, each of us with our fingers hovering eagerly over our red and green voting cards. There were almost as many opinions as there were bodies in the conference room, some of them spoken eloquently at the microphone and others shown with a voting card held up in the air. Either way, every delegate in attendance had a vote, a real opportunity to improve the careers of teachers in Ontario. With this privilege came a sense of responsibility and moral obligation to do right by our teachers – Occasional Teachers – by listening to the debate on the floor and making sound decisions in their favour. What an honour.

But the ETFO Annual General Meeting was more than just 4 days of intense debates and passed and failed resolutions, it was about connecting with other teachers. In the evenings, when the resolution books were put away, hospitality suites were flung open around the hotel – and *everyone* was invited! I had the opportunity to meet the faces behind the red and green voting cards and to be inspired by leaders who have made lifetime commitments to federation.

Attending this year's AGM as delegates or alternates representing the Toronto Occasional Teachers Local were, Judy Anderson, Don Biderman, Donna Chapman, Greg Deitcher, Rob Fulford, Jennifer Kruk, Mike MacDonald, Ian McKenzie, Susan Monahan, Scott Maudsley, Marion Mutton, Martin Powell, Marsha Rayman, Sabrina Ramnanan, Drew Schofer, Sukhjinder Sidhu and Iris Sopinka.

New—Elementary Progress Report Card

The new progress report card is designed to show the development of a student's learning skills and work habits during the fall term, as well as a student's general progress in working towards the achievement of the curriculum expectations. There are no grades provided. For further information, go to www.etfo.on.ca > Advise for Members > PRS Matters > Implementation of the Elementary Progress Report Card.

Message from your President:

Dear Colleagues,

It's difficult to write a newsletter without a message of indignation or outrage. It's what unions do best. This time we are acknowledging the events that have been positive for our members.

We need to be reminded that teachers are part of the global community. In Toronto we are celebrating World Teachers' Day with an opportunity to attend a Toronto Marlies Hockey Game at the Roco Coliseum on Saturday October 17th at 1:00 pm. Visit our website and click on *Social* to read all the details.

Please join your fellow Occasional Teachers in the Gulu Walk from Yonge and Lawrence to Queen's Park on October 24th. Look for our flag so we can provide you with an orange bandana and 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	Sabrina Ramnanan
Treasurer	Scott Maudsley
Secretary	Susan Monahan
Executive at Large:	
Judy Anderson	Greg Deitcher
Ndidi Mgbemena	Patricia Monroe
Marsha Rayman	Iris Sopinka

ETT Liaison: Lisa Mastrobuono

Published by: ETFO - Toronto Occasional Teachers
17 Fairmeadow Avenue, Suite 209,
Toronto, Ontario, M2P 1W6
(By Board Courier: Route NE)
416-227-1866
www.etfo-torots.org