

# The Dispatch



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## Important Message from your Local Office

Dear Member:

It has once again, come to the attention of your Local, the ETFO Toronto Occasional Teachers, that Robert Fulford has been emailing you information related to job hiring within the TDSB. Mr. Fulford is no longer the President of the ETFO Toronto Occasional Teachers' Local, nor is he a member of the ETFO Toronto Occasional Teachers' Local Executive. Any communication he is undertaking is being done on a personal level. Any information that he is sharing should not be relied upon as information from your Union.

The Local maintains a confidential database of member information and uses this information to communicate directly to its members. The President of the ETFO Toronto Occasional Teachers' Local is the official spokesperson for your Local. The President may also authorize other members of the Executive to communicate directly with members. Your Local Executive for 2016-2017 are as follows:

President - Sophie Kroesen  
1st Vice President - Christina Meynell  
2nd Vice President - TBD  
3rd Vice President - Andreea Constantin  
Treasurer - Kavita Chandoo  
Secretary (acting) - Andreea Constantin

You may receive information from any one of the above individuals who are authorized to communicate to you on Union matters. If you are seeking information from the Local, these are the official Local sites to find this information: [www.etfo-torots.org](http://www.etfo-torots.org), @ETFOTorontoOT on Twitter and ETFO Toronto Occasional Teachers on Facebook. You may also call or email your Local at anytime at 416-227-1866.

### Reminders

- ◆ April 14 - 17 2017  
Easter Holidays
- ◆ May 22, 2017  
Victoria Day
- ◆ May 25, 2017  
Local Annual General Meeting
- ◆ June 1 - 30 2017  
Mandatory Online Renewal
- ◆ June 9, 2017  
Board Wide P.A. Day
- ◆ June 28, 2017  
Last day of classes
- ◆ June 29, 2017  
Board Wide P.A. Day

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## Annual Renewal and Offence Declaration

Each year members are required to complete and submit their Annual Renewal and Offence Declaration forms, online in order to remain active as an Occasional Teacher for the following school year. **Our Collective agreement states that you must complete the online renewal by the deadline of June 30th, each year. Failure to complete the renewal form will result in your name being removed from the list.** You will be notified via your TDSB email when the online renewal is open.

As a result of a change to our Collective Agreement, you are required to complete the equivalent of **25 full days of Occasional Teaching in the TDSB, by June 30th** or the Board may remove you from the list.

## Local Executive Elections for 2017-2018

In accordance with our Local Constitution, the annual election of our Local Executive is by mailed ballot, sent to each member's home. The ballots will be mailed out in the beginning of April and must be received back by May 2, 2017. This year there will be an election for the following positions:

### President

1. Sophie Kroesen
2. Robert Fulford

### Treasurer

1. Kavita Chandoo
2. Gail James
3. Robert Fulford

### First Vice-President

1. Christina Meynell – Acclaimed

### Secretary

1. Lisa De Santis - Acclaimed

### Second Vice-President

1. Andreea Constantin
2. Fletcher Jerome
3. Lisa De Santis

### Executive-at-Large

1. Gurdeep Banga
2. Marisa Gallippi
3. Christopher Loben
4. Gail James
5. Greg Deitcher
6. Sandra Broekhof
7. Seamus Blake
8. Pia Berger
9. Fletcher Jerome
10. Dina Nikoletos

### Third Vice-President

1. Gurdeep Banga
2. Andreea Constantin
3. Pia Berger

## Motions to amend the Local's Constitution

In accordance with our Local Constitution, proposed amendments to the Local Constitution must be submitted to the Local office, no less than thirty (30) days prior to the Local Annual Meeting (April 25th this year). All motions will be posted on the Local's website [www.etfo-torots.org](http://www.etfo-torots.org) by Friday May 11th, 2017. Members can read the motions on-line, prior to attending the May Annual General Meeting where we will vote on these motions.

## Local Executive Update and By-Election

As is sometimes the case with elected positions, our Local has experienced a number of changes to our Executive positions. We try to keep members as up-to-date as possible on resignations and position changes within the Local Executive through our quarterly newsletter communications.

First, we welcome Greg Deitcher back onto our Local Executive. Greg was elected onto your Executive through our by-election process at the Winter General Meeting. Greg brings with him a wealth of experience and a long history of work with this Local, including past Executive-at-Large, Social Committee Chair and Third Vice-President.

We would like to recognize the commitment and dedication that Scott Maudsley, our former Second Vice-President, who resigned on January 27th, 2017, has shown to this Local and its members throughout his many years of passionate service. Amongst his many talents and contributions, Scott has been a persistent advocate for the improvement of Occasional Teacher Health and Safety and a strong voice as the Chief Negotiator in our most recent round of Collective Bargaining. Scott's strength and tenacity will be missed by all and we wish him well on his future endeavours.

As per our Constitution under Duties of the Executive 7.1.10 "*appoint a successor to complete any unexpired term of an elected local representative or fill an unfilled vacancy, in the event that no candidate is elected or acclaimed at the next General Meeting, in accordance with 9.5.1*" The position of Second Vice President was filled by Executive election as per the above clause in our Constitution. Kavijit Gogia was elected to be the Local's new Second Vice-President and Andreea Constantin was elected to be the Local's new Third Vice-President. Andreea's move to Third Vice-President left the Secretary's position open. Many thanks for Andreea for volunteering to keep taking the Local's minutes until the position of Secretary is filled through the by-election process as covered in the Constitutional clause 9.5.1, Executive Elections, which states "*a by-election will be held at a General Meeting to fill any unfilled positions or to fill a position that becomes vacant during the term of office of an Executive member. Members shall be notified of the by-election at least 21 days prior to the General Meeting by-election.*"

On February 28th, 2017 Kavijit Gogia informed his Executive colleagues that he would no longer be continuing in his position as Second Vice-President with the Local as he had been offered an opportunity that he wished to pursue. Though Kavijit was with the Local for a short period of time, his contributions were tremendous. From his savvy technological skills to his empathetic nature when assisting members, Kavijit will be missed and we wish him all the best in his new position.

To re-cap - we have an unfilled Second Vice President position that will be filled as per the Constitution 7.1.10 allowing the position to be filled by a current executive member through a by-election at the next Executive meeting (March 28th). Should no one from the Executive put their name forward to be the Second Vice President, the position would be filled as per the Constitution clause 9.5.1 (see above). In Summary there will be two positions to be filled through by-election at our May Annual Meeting. If the Second Vice-President position is filled from the Executive, there will be a by-election for an Executive-at-Large position. Should there be no one on the current Executive willing to take on the role - the by-election will be for the Second Vice-President position. There will also be a by-election for the Secretary position.

If you are interested in running for the Secretary Position and/or the Second Vice-President position/Executive-at-Large position, please email [elections@ica.net](mailto:elections@ica.net) by **4:00pm on Friday May 1, 2017**. Please note that you cannot run from the floor and you must submit your name via email, by the deadline, in order to be considered as a candidate for the by-election. Each candidate will be given up to two minutes to address the membership at the Annual General Meeting on May 25, 2017.

## Benefits and ELHT Update

Our Local will be transitioning into the ETFO ELHT (Employee Life and Health Trust) on April 1, 2017. What does this mean for our members? As you may know, it can mean different things, depending on your position with the Board at the moment. Below is an outline, provided by ETFO Provincial to try and help you understand how this transition will affect you. Please rest assured that your Local is continuing to make our position known and heard when it comes to benefits for Daily Occasional Teachers. We are working with other Occasional Teacher Locals across the province and with other bargaining units to ensure that Daily Occasional Teachers will continue to have access to affordable benefits.

### **From ETFO:**

#### **Are Daily Occasional Teachers eligible for benefits in the Plan?**

Daily Occasional Teachers are not eligible to participate in the ETFO ELHT Plan. OTIP currently provides an optional benefits plan that Daily Occasional Teachers can elect to pay and participate in if they wish. OTIP is working on a restructuring of the Occasional Education Employee Plan that will provide all ETFO members working on an occasional/temporary basis options for individually elected benefit coverage. The details of the new plan are scheduled to be completed for implementation by the end of the 2016/2017 school year.

#### If a board currently provides benefits coverage for Daily Occasional Teachers, will this continue?

Where benefits coverage was previously provided for Daily Occasional Teachers this arrangement will remain the on-going obligation of the affected boards. The affected boards will be required to find a similar plan for Daily Occasional Teachers.

***(\*Note - For our Local, ETFO Toronto Occasional Teachers, this means that the Board is obligated to provide a similar plan as long as we have this in our Collective Agreement. Your Local's position is that we need our members to have a similar plan that is similar in cost as well. We need to have access to affordable benefits).***

#### **How does eligibility work for Long Term Occasional (LTO) teachers?**

The ETFO provincial benefits plan will provide coverage for Long Term Occasional (LTO) Teachers based on the following eligibility criteria:

- Assignment must be 90 consecutive calendar days or longer (except where there is currently a shorter eligibility rule in the collective agreement e.g. currently 60 consecutive calendar days, the LTO Teacher would be eligible);
- Enrolment in the benefits plan is mandatory for a 1.0 LTO Teacher in an assignment of 90 consecutive days or longer;
- Benefits coverage will begin on the first day of a known assignment and coverage will cease upon termination of the assignment;
- Must be one continuous assignment of at least 90 consecutive calendar days (e.g. a 45 day assignment followed by another 45 day assignment will not constitute eligibility);
- Members in eligible assignments where the FTE is less than 1.0 and who voluntarily opt into health and/or dental benefits will be required to pay health and dental premiums on a pro-rated basis (e.g. 0.6 FTE would be required to pay 40% of the monthly premium for health and dental).

What if an LTO Teacher assignment is extended to 90 consecutive calendar days or longer?

If an assignment is extended to 90 consecutive calendar days or longer, the member will be eligible to enroll in the Plan retroactively to the first day of their assignment. Standard premium contribution rules will apply.

E.g. No premium contribution is required by an LTO Teacher working in a 1.0 FTE assignment of 90 consecutive calendar days or longer; an LTO Teacher working in a 0.5 FTE assignment who voluntarily opts into health and/or dental benefits will be required to pay 50% of the premium for health and dental. If premium is required, it will be retroactively assessed through payroll.

Claims for eligible expenses incurred will be honoured back to the first day of the assignment. Therefore, members should be encouraged to keep their receipts if they expect their assignment may be extended.

What if a 90 consecutive calendar day LTO Teacher assignment gets shortened unexpectedly?

If a 90 consecutive calendar day assignment gets shortened unexpectedly then coverage will cease upon termination of the assignment. Members will not be required to repay any claims that were paid to them while coverage was in force.

Will coverage continue over the summer for an LTO Teacher who works until the end of the school year?

Benefits coverage will cease for an LTO assignment that ends on the last day of the school year.

Will coverage continue over the summer for an LTO Teacher who ends their assignment at the end of the school year and begins an assignment replacing the same teacher in September?

For members who have been in assignments of 90 consecutive calendar days or longer which conclude at the end of the school year, benefits coverage will cease on the last day of the school year. If the new assignment replacing the same teacher in September is known to be at least 90 consecutive calendar days or longer, benefits will be reinstated in September when the new assignment begins.

If an LTO Teacher with a 90 consecutive calendar day assignment or longer goes on a statutory leave (e.g. maternity, parental or WSIB), will they be eligible for benefits while on statutory leave?

LTO Teachers with a 90 consecutive calendar day assignment or longer who go on a statutory leave (maternity, parental or WSIB) will be eligible for participation in the ETFO ELHT Plan until the end of their LTO assignment based upon their FTE assignment as set out in #5 above.

For an LTO Teacher who ends and begins an assignment in the same school year, what happens to the record of their claims from the first assignment?

LTO Teachers beginning a new 90 consecutive calendar day assignment will be notified by OTIP that they are eligible to re-enrol in the ETFO ELHT Plan. The member will be covered using the same certificate number and all claims records will remain attached to that member.

Newly eligible members in Wave 3 will receive an enrollment package from OTIP at their home address. In addition, they will receive an enrollment email from OTIP sent to the member's Board email address between March 20 – 31. Eligible members should be checking their board emails and should complete the enrollment as soon as they receive their enrollment email (but not later than May 1) to ensure coverage. If you are having difficulties communicating with OTIP, or are not in any of the first 3 waves, then we recommend that you contact us at ETFO-ELHT@etfo.org or 416-962-3836 (Toll free 1-888-838-3836).

**ALL MEMBER ANNUAL GENERAL MEETING****Thursday May 25, 2017****Holiday Inn Yorkdale — 5:00 p.m. - 7:30 p.m.****3450 Dufferin Street**

(See enclosed flyer for details)

**Message from your President:**

Dear Colleagues,

You deserve RESPECT! It's as simple as that. Occasional Teachers deserve to be respected as a professional and a colleague. As you will see in the enclosed flyer, your Local is rolling out a multi-year, multi-faceted Campaign of Respect for Occasional Teachers. We're doing this because we have heard loud and clear from our members, that you do not feel respected in your profession. That needs to change. That can no longer be the case.

We understand that members are frustrated and concerned about the current benefits situation. We are working overtime to keep daily Occasional Teacher benefits affordable.

We understand that members feel like their Collective Agreement is being violated on a daily basis. We are working with ETT and the Board to educate Principals and classroom Teachers about the important clauses in our Collective Agreement that protect your working rights.

As Occasional Teachers, we work hard in the schools we service and we are proud of our profession. Just because we teach occasionally, doesn't mean we deserve respect occasionally. Let's start the conversation!

Yours in Federation,

*Sophie Kroesen***Your 2016-2017 Local Executive**

President	Sophie Kroesen
First Vice-President	Christina Meynell
Second Vice-President	TBD
Third Vice-President	Andreea Constantin
Treasurer	Kavita Chandoo
Secretary (acting)	Andreea Constantin

## Executive at Large:

Pia Berger	Gail James
Greg Deitcher	Vanessa Johnson
Marisa Gallippi	Christopher Loben
ETT Liaison:	Sonia Ellis-Seguin



**\*\*TORONTO\*\***  
**\*OCCASIONAL\***  
**\*\*TEACHERS\*\***

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