



# The **NEW OT Update** **October 2021**



**COMING SOON!**

## **THE 2021 ALL MEMBER VIRTUAL FALL GENERAL MEETING**

Join your colleagues on **WEDNESDAY, NOVEMBER 17** from **5-8 PM.**

Engage with your 2021-2022 elected union local executive, and get informed about the latest news and updates. It's your voice, your time, and your teaching year to shape and define!

### **AGENDA ITEMS INCLUDE:**

- \* A by-election to fill a vacancy at the Executive Member position on your 2021-2022 Toronto OT Local Executive (**see below for details to register as a candidate**)
- \* A Financial update from the Treasurer on the Local's 2021-2022 fiscal year budget and a discussion of e-transfer payments to members
- \* Reporting of Executive motions on unbudgeted expenditures as per 13.5.2 of the Local constitution
- \* Member motions and suggestions for consideration
- \* A 2021 ETFO Virtual Annual Meeting report and update on decisions impacting Occasional Teachers
- \* Update on the process of local item negotiations with the TDSB for the 2019-2022 local collective agreement
- \* A 30 minute MEMBER Question and Answer session with your 2021-2022 Executive

To register as a candidate for the by-election please complete the by-election nomination form found on the Local's website under **Elections > Executive By-Election**. Completed nomination forms must be emailed by **4:00 p.m. on Monday, November 1, 2021** to: **[TorontoOTElections@gmail.com](mailto:TorontoOTElections@gmail.com)**

**Stay Tuned,** for further information coming soon, on how to register to attend and participate in the 2021 All Member Virtual Fall General Meeting

**NOTICE TO ALL MEMBERS:** As per 8.1.5 of the Toronto OT Local constitution, any substantive motion altering the direction of the organization or impacting on the membership as a whole must be received by the Local office in writing or by email not less than thirty (30) days prior to a General Meeting, to enable communication of that motion to the membership.

## **Communication with Members – Your Way, Your Choice**

Your Local wants to offer members the option of email and electronic communication when possible. This allows us to provide information in a more timely, cost-effective, efficient, and environmentally friendly way. For the latest updates and information, please also check your Local's website regularly.

We are asking that members, who have not already done so, provide a non-TDSB email address that they access on a regular basis to allow us to send electronic information to you in a timely, accessible, and up-to-date manner. Please email this information to **communication@ica.net** with the subject heading "**Electronic**".

If you wish to continue to receive communication in printed form mailed to you via Canada Post, please email with the subject heading "**Paper**". You may also leave a voicemail message any time at **416-227-1866** to indicate your **communication preference**. Please include your full name and TDSB employee number in all messages regarding your communication preference.

## **Bill 284: Potential compensation for OTs who lose work due to Covid-19**

OTs may be entitled to up to 3 days of paid leave under Bill 284 because of one or more of the following reasons:

- the employee is under individual medical investigation, supervision, or treatment for COVID19, including being vaccinated or recovering from vaccination.
- the employee is acting in accordance with a section 22 or section 35 order under the Health Protection and Promotion Act that relates to COVID-19 (e.g., their workplace is shut down by a Public Health Unit and they are directed to self-isolate, etc.);
- the employee is in quarantine or isolation as a result of information or direction from a Public Health Unit official, a qualified medical practitioner, Telehealth Ontario, the Government of Ontario, the Government of Canada, a municipal council, or board of health.
- the employee is given a direction by their employer in response to a concern that the employee may expose others in the workplace to COVID-19; and
- the employee is providing care for a family member (i.e., dependent) who is under medical investigation, is receiving treatment or is under quarantine/isolation due to COVID-19.

For further information and details please check the Local's website under **What's New**.

## **TDSB Communication**

The TDSB sends all communication and updates to your TDSB Gmail account only. **You should be checking your TDSB Gmail regularly**. When communicating with the TDSB on work related matters, employees are advised to use your TDSB email account for verification purposes. This helps ensure that you have a copy of any communication and that it is acknowledged in a timely manner by the TDSB personnel you are communicating with.

## **Knowing "Your" Collective Agreement and Accessing it**

Your Collective Agreement outlines the working conditions and regulations that govern your position as a TDSB Elementary Occasional Teacher. We are continuing to work under the Local's terms of the agreement that covers the period from September 1, 2014 to August 31, 2019 until new local collective agreement terms are reached. Local Bargaining between your union Local and the TDSB has been under way since the ETFO Central Bargaining process reached Central terms of agreement in the spring of 2020. Currently, you can find your collective agreement electronically on your Local's website and on TDSBweb.

## **Sick Leave and Miscellaneous Days for Long Term Occasional Teachers**

All LTO Teachers should be aware of their **Sick Leave entitlement**. This includes 1.1 paid Sick Leave Day at 100% of your LTO rate and 12 Short Term Sick Leave Days at 90% of your LTO rate for each completed calendar month of an LTO assignment (see page 12 of your Collective Agreement). LTOs also have access to five **Miscellaneous Leave Days** (not deducted from sick leave) per school year, with Board approval. These five days can be used in **any combination** but ONLY for the following four reasons: **Bereavement Leave, Court Appearances, Examination and Graduation, and Religious Holy Days** (see page 43 of your Collective Agreement). Please remember that LTOs and Permanent Contract Teachers do not have the same Miscellaneous Leave provisions in their respective collective agreements. An LTO who uses the incorrect code for an absence may have that absence changed to an unpaid day.

## **OTs in an LTO Position are eligible for TDSB maternity benefits**

Under the ETFO Central Agreement terms, Occasional Teachers in an LTO position qualify for up to eight weeks (but not past the end date of the LTO) of Supplementary Employment Benefit (SEB) if they are going on a maternity leave during the term of their LTO. See clause C11.2 on page 15 of your collective agreement for complete details.

## **Professional Learning Reimbursement Opportunities from your Local**

At your Local's May 27, 2021 Annual Meeting the membership approved a budgeted amount of \$45 000 in the 2021-2022 fiscal year budget for reimbursements to members upon the completion of any self-directed professional learning. Members are eligible for up to \$250 per school year to help support your professional growth as an educator. For complete details on how to apply for a reimbursement, please check the Local's website under the **Documents - Member Reimbursement Forms** tab located at the top of the website page. Beginning on October 15, 2021, the Local will be reviewing applications already received for the 2021-2022 school year and notifying members of their status by email shortly afterwards.

## **TDSB Occasional Teacher Pay Rates**

Below are the new TDSB elementary OT per diem pay rates for Short Term/Daily Occasional Teachers for the 2021-2022 school year. These salary rates reflect the 1% increase as of September 1, 2021 from the terms of the ETFO Central Agreement salary negotiations.

**0-100** lifetime days taught in the TDSB elementary panel = **\$233.03**

**100+** lifetime days taught in the TDSB elementary panel = **\$256.73**

The salary rates for Long Term Occasional Teachers are determined by placement on the ETT salary grid based on the individual QECO rating qualifications (A-A4) and calculated years of teaching experience (Step 0-10) of the LTO Teacher. A copy of the ETT salary grid for the 2021-2022 school year can be found on the Local's website under Documents > Pay and Health Benefits Information.

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[www.etfo-torots.org](http://www.etfo-torots.org)



## **TDSB Health and Safety Committee: Toronto OT Local Representative Needed**

As per 6.3.1 of the Toronto OT Local constitution: The Joint Occupational Health and Safety Committee shall reflect the TDSB's structure as developed in the Terms of Reference for Joint Occupational Health and Safety for the TDSB. The representative shall be appointed by the Executive.

The 2021-2022 Executive will soon be posting information on its website about this position and will be seeking applicants for this position from the membership. The term of office for this position will be until August 31, 2022. This is not a full-time position. It is a supplement to occasional teaching work and the commitment is around 2-3 days per month. Compensation for these days is exactly the same as if you were doing Short Term/Daily Elementary OT assignment. OTs who are in an LTO assignment are ineligible for this position.

The current terms of reference for the TDSB Joint Health and Safety Committee allocate one position on the Central Committee to the Toronto Occasional Teachers bargaining unit. The focus of the Committee will be to deal with system wide issues and perspectives around health and safety. The Central Committee shall meet a minimum of once per month. Additional meetings may be scheduled as required. This committee shall work on the basis of consensus. Failing consensus, parties will refer issues to the Ministry of Labour for resolution.

**Stay Tuned,** for additional information about the application process for this position.

## **Putting "You" in Your Union**

**You** have the right to a job if **you** have a job number. If your OT assignment is cancelled on the same day of the assignment, and you don't receive a replacement OT assignment through SFE within a short time, **go to the school** and notify the Toronto OT Local immediately. At the school, ask the school Principal or Office Administrator to contact the TDSB Occasional Teaching office for further clarification.

You have the right to the timetable of the teacher you are replacing. You have the right to a safe working environment and union representation if any allegation is brought against you. Contact your Local immediately if you believe your collective agreement has been violated.

## **Your 2021-2022 Local Executive Team and Contact Information**

President	Rob Fulford	ottpresident21@gmail.com
First Vice-President	Sophie Kroesen	sophiekroesen@ica.net
Second Vice-President	Marisa Gallippi	marisagallippi@ica.net
Treasurer	Gail James	gailjames@ica.net
Secretary	Rinat Evron	
Executive Members (7)	Jeremy Bass, Sarah Boomhower, Greg Deitcher, Fletcher Jerome Scott Maudsley, Jeishan Rajakulasingam, VACANCY	

## **Message from your Local**

We all may face some challenging times in and out of the classroom in the days to come. Only through member solidarity and support can we move forward to build a better education system in the TDSB for all Elementary OTs.

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