



THE DISPATCH

OCTOBER 2022

For questions, please call the office at
(416) 227-1866



TDSB COMMUNICATION

The TDSB sends all communication for employees to their TDSB Gmail account only. Occasional Teachers should be checking their TDSB Gmail account on a regular basis. There may be important information sent to your TDSB Gmail account that is time sensitive including the OT online renewal notification and link.

The TDSB has a policy regulation regarding the appropriate and ethical use of email provided by the TDSB. Please read the Board's Policy Regulation 572:

<https://ppf.tdsb.on.ca/uploads/-/files/live/96/295.pdf>

TDSB email is for TDSB business. Additionally, this email system is not confidential. The TDSB/Employee Services can access your account and the content within your account.

LOCAL CONTACT INFORMATION UPDATE

The local's Executive apologizes for causing any confusion regarding new email addresses. We will not be changing the email addresses at this time. The corrections were posted on the website slider the first week of school.
<https://effo-torots.org>

Contact Info for Local Released Officers:

President – Christina Meynell

✉ christinameynell@ica.net

☎ Cell: 416.452.6874

First Vice-President – Marisa Gallippi

✉ marisagallippi@ica.net

*Currently on a leave of absence.

Interim First Vice-President – Sarah Boomhower

✉ sarahlovesherunion@gmail.com

☎ Cell: 647.410.7511

Interim Second Vice-President – Jeishan Rajakulasingam

✉ jeishanrajakulasingam@ica.net

☎ Cell: 416.436.3119

Treasurer – Gail James

✉ gailjames@ica.net

☎ Cell: 416.458.3451



FALL GENERAL MEETING

The local's Fall General Meeting will take place live and in person at the Holiday Inn at Carlton and Yonge on **THURSDAY, NOVEMBER 3rd, 2022.**

This is an opportunity for members to engage with the 2022-23 local executive, receive news and updates, and to ask questions.

The doors will open at 4:00PM. There will be a buffet dinner provided. The meeting will be called to order at 5:00PM.

To register, please fill out the Google Form below:
<https://forms.gle/jDaahNwmk5muDnbo7>

* There is a live link on the local's website: **<https://etfo-torots.org>** or type the URL into your web browser. Also, a Constant Contact email reminder will be sent out with the live Google Form registration link.

Agenda items include:

- ✓ Introduction of the 2022-23 Executive
- ✓ Approval of the Minutes of the Annual Meeting
- ✓ Financial Updates from the Treasurer (including 2021-22 year end, accounting reports, and suggested additional expenditures to the Proposed Budget)
- ✓ Report from the ETFO Annual Meeting delegation August 2022

RETIRED DURING COVID IN 2020, 2021 OR 2022?

If you retired as an OT during COVID, please contact any of the released officers at 416.227.1866 or via their local cell phone numbers.

UPCOMING LOCAL EVENTS

For a complete list of upcoming local events please check the local's website at www.etfo-torots.org

Access the EVENTS tab in the upper right of the website home page. There is an interactive Google calendar with information on all events that you can link to your electronic calendar. Local events are posted on the local's website for all members to access. Members will be given equitable consideration for events when registered by the indicated deadline.





PROFESSIONAL LEARNING (PL) REIMBURSEMENT FORMS

The 2022-23 Professional Learning Reimbursement Forms are on the website. Funding is on a first come, first serve basis according to the budgeted amount in budget line 637 Professional Learning Rebate (\$55,000) which reimburses members for PL courses and PL resources via separate forms. The local will notify the membership that the application process is closed once the \$55 000 is expended (allocated to members).

PL RESOURCES REIMBURSEMENT:



\$50 maximum per member for the 2022-2023 school year (this is in addition to the \$250 maximum Professional Learning Reimbursement allowed per year)

► **RESOURCES COVERED:** Any resource(s) purchased for member use in any self-directed professional learning course(s)

PL REIMBURSEMENT (COURSES):



The maximum per member for the 2022-2023 school year is \$250.

► **COURSES COVERED:** AQ courses, workshops, conferences, other courses, self-directed professional learning and must be at the local office within 150 school days of the end date of the PL program on your application form.



REMINDER: JOINING LOCAL COMMITTEES

To join committee(s), please fill out the following Google Form:

<https://forms.gle/CRmvp0Ec3wtBWKrR9>

* There is a live link on the local's website: <https://etfo-torots.org> or type the URL into your web browser.

List of Standing Committees:

Budget
New Members
Constitution
Professional Development
Elections
Racialized Members
Equity and Social Justice
Political Action
Status of Women



YOUR COLLECTIVE AGREEMENT

A collective agreement is a written agreement that sets out the employment terms and conditions for unionized employees, as well as the rights, privileges and duties of the union, employer, and employees. The local's Collective Agreement is a legal document that is negotiated and signed by the union and the TDSB. Your union (ETFO Provincial and the ETFO Toronto Occasional Teachers' Local) will defend and grieve violations of this agreement.

IMPORTANT REMINDER

To remain on the active TDSB OT List all members must complete **30 full time equivalent days** in the 2022-23 and complete the **online renewal in the month of June each year** - no later than June 30th. The local will send out reminders to members in May, ahead of the renewal process, and again, in the middle of June.

The local encourages members to review the Collective Agreement which is posted on the HOME page of the local's website under the heading COLLECTIVE AGREEMENT. Please review **18.0.0. OCCASIONAL TEACHER LIST** (pgs. 54-55) and these sections:

✓ **18.5.1.** Effective, September 1, 2022, subject to 18.5.0., the Board will review the composition of the Occasional Teacher List and may, at its discretion, remove the name of any Occasional Teacher who has not taught for at least thirty (30) full time equivalent days by June 30 of each year.

✓ **18.6.0.** The Board shall provide a renewal notice to each Occasional Teacher on the List by May 31 of each year. An Occasional Teacher who does not respond by the following June 30 shall be removed from the List prior to the commencement of the next school year.

If you have any questions, please call the office or any of the released officers directly.



TDSB HIRING PRACTICES AND LTO JOB POSTINGS

Regulation 274 was repealed in January 2022 and is no longer the framework for hiring at the TDSB. As well, there is no longer a TDSB elementary LTO List or Seniority List. The Ministry of Education has provided the Board with Policy/Program Memorandum 165 which provides recommendations for hiring. **PPM 165 is a guideline for Ontario school boards to use in their LTO and permanent contract hiring process. PPM 165 is not part of the local's Collective Agreement.**

In the local's Collective Agreement, please see 26.2.0 and 26.2.1 Access to LongTerm Occasional Teaching Positions. This is the language the local has on hiring.

Also, the weekly posting timelines for TDSB LTO positions have changed to align with the language on page 52, section 26.2.1 in your collective agreement (the assignment shall be advertised on the Board Intranet for a period of four (4) days). For more information regarding PPM 165, please use the URL below. The link is also located on the LTO Job Postings page of the TDSBWeb.

<https://www.ontario.ca/document/education-ontario-policy-and-program-direction/policyprogram-memorandum-165>

MEMBER COMMUNICATION: **Your Way, Your Choice**

Your Executive wants to offer members the ability to receive communication from their Local in the way that best suits their individual needs. If wish to receive your updates and communication by email from communication@ica.net, **please send an email with the subject "Electronic" to communication@ica.net** and provide a non-TDSB email address that you check on a regular basis.

Please ensure the email address communication@ica.net is listed in your email contacts and not going to a spam or junk folder. If you wish to receive your updates and communication in printed form via Canada Post, **please send an email with the subject "Paper" communication@ica.net** and confirm your current mailing address.

Members may speak with a released officer or leave a voicemail message at **416-227-1866** to indicate your communication preference.



CONTEST FOR NEW LOCAL LOGO!

Exciting News! The Toronto Occasional Teachers' Local invites members to create and submit a new logo design as part of a rebranding initiative. The logo must include the words "ETFO – Toronto Occasional Teachers".

Submissions must be in electronic pdf format with at least 500 pixels by 500 pixels in both colour and grayscale. The higher the pixel count used the better the resolution, so, you can go larger than 500 x 500.

Please note, all submissions become the property of the ETFO Toronto Occasional Teachers' Local.

Email your submission to: logocontest@ica.net by **November 15th**

A voting period will be open between November 16th – December 17th, 2022, where all members will be able to choose their favourite new logo design. The Executive will select the winning entry from the top three identified by the membership. The new logo will be launched in the January Newsletter and members who attend the February General Meeting will receive a gift with the new logo.

PRIZES:

Each participant in the contest will receive a t-shirt with the new winning logo on it.

The runners-up will receive a logo gift.

The winner of the contest will receive an iPad

Please see the attached samples for ideas or inspiration for your new logo!



PRESIDENT'S MESSAGE

It is you, the members, who make this local strong and reinforce our rights under the Collective Agreement. When you call the office about a concern in the workplace, you are not only amplifying your voice you are also amplifying the voices of other OTs who are experiencing similar challenges whether it be a concern about equitable hiring practices, violence in the classroom, salary, benefits, PPE, duty schedules etc. The local wants our members to feel empowered to share their voice and to know that the impact of your simple act of self-advocacy can extend and ripple out to improve conditions collectively.

I am not just saying this. There is a true and an incredibly powerful story to back up these statements. When our members called in one by one this September their voices filled the local office with an energy. That energy propelled your resolute leadership team to actively seek and achieve real and just change. This non-fiction story is about YOU, the members, and the power of YOUR voices. It is also a story of how the members and the local leaders came together to make positive change.

In solidarity,

Christina Meynell