



# THE DISPATCH

## SPRING 2024

### LOCAL CONTACT INFORMATION



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## LOCAL STRIKE VOTE

### THURSDAY, APRIL 18, 2024

After several bargaining sessions with the TDSB, the Collective Bargaining Team does not see a realistic path forward that would result in a fair collective agreement for the members at this time.

The combination of a lack of willingness to respond favourably to our proposals and the numerous collective agreement strips tabled by the employer has left us with little choice but to exercise our legal bargaining rights.

Your Collective Bargaining Committee will be conducting a local strike vote to demonstrate to the TDSB that their current approach is not appropriate or responsive to the needs of the system.

This vote will take place online. It is important for everyone to attend so that everyone will be informed of the issues and their voice is heard.

More details to follow via email and on the website.



# 2024 WINTER MEETING EXECUTIVE MEMBER BY-ELECTION RESULTS

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The Local is pleased to welcome **Nathan Goveas and Sophie Kroesen** to the Local Executive. Nathan and Sophie were the successful candidates who filled the two Executive Member vacancies at the February 13th Winter General Meeting.

A big thanks goes out to **Jennifer Dieterl and Caini Ouattara Sano** for your service to the Local. Congratulations on being hired to permanent positions! We will miss you.



## RETIRED OR RETIRING IN 2023-24 SCHOOL YEAR

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If you retired or plan to retire in the 2023-24 school year, please call the Local:  
**416.227.1866**

The Local acknowledges our newly retired members at the Annual Meeting.




## 2024 MAY ANNUAL MEETING IN TWO SESSIONS

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### Session 1 Executive Elections:

 Tuesday, May 14th, 2024, from 5:00pm - 8:45pm

### Session 2 Business:

 Thursday, May 16th, 2024, from 5:00 - 8:45pm

On February 25th, a survey was sent to the membership asking whether you wanted the 2024 Annual Meeting Sessions 1 & 2 to be held in-person or online. **76%** of the members who filled out the survey voted in favour of holding both sessions of the Annual Meeting online. Registration details will be emailed and posted on the website.





## 2024-25 EXECUTIVE ELECTIONS & ALL-CANDIDATES MEETINGS

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As per the Constitution, the voting for the 2024-25 Executive Elections will take place during Session 1 of the Local's Annual Meeting on May 14th, 2024.

### Section 3 – Election Procedures

**1.9.3.1** All elections of the Executive shall be conducted at the Local Annual Meeting.

**2.9.3.2** Candidates for the Executive shall be introduced to the membership at the Winter General Meeting and the Local Annual Meeting and shall be provided with the opportunity to address the members at both meetings.

Elections will be held by ballot immediately following the speeches for each position.

The profiles of candidates who submitted them are currently available on the Local website. To access the profiles, click "Elections" in the header and then on the "2024-2025 Executive Elections Candidates" button.



**Questions about Campaign Guidelines or election procedures** can be sent to the Elections Officer only (NOT THE RELEASED OFFICERS) at: [TOROT.ElectionsOfficer@gmail.com](mailto:TOROT.ElectionsOfficer@gmail.com)

On **Thursday, April 11th and Monday, April 15th**, the Local Elections Committee will host evening **All-Candidates Meetings (via ZOOM)** for the membership to question candidates.

Details for these meetings will be sent by email and posted on the website.

## MOTIONS TO AMEND THE LOCAL'S CONSTITUTION AND BY-LAWS

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In accordance with the Constitution, proposed amendments to the Local's Constitution and By-Laws must be submitted in advance of the Annual Meeting so they may be published for notice of motion to the membership by **Tuesday, April 30th**.

The Local's Constitution can be viewed and downloaded from the website:  
[www.elfo-torots.org](http://www.elfo-torots.org) under Documents -> Constitution

If you wish to submit a proposed amendment(s), please see the **Amendments to the Local Constitution and By-Law** form on this webpage for detailed instructions.

The deadline to email proposed amendments to the Parliamentarian at [torontootconstitution@gmail.com](mailto:torontootconstitution@gmail.com) is by **Friday, April 12th at 4:00 p.m.** Amendments to the Constitution and By-Laws may only be voted on at the Annual Meeting and require an affirmative vote of at least 60% of the members present and voting to pass.

# LOCAL PROFESSIONAL LEARNING REIMBURSEMENT OPPORTUNITIES

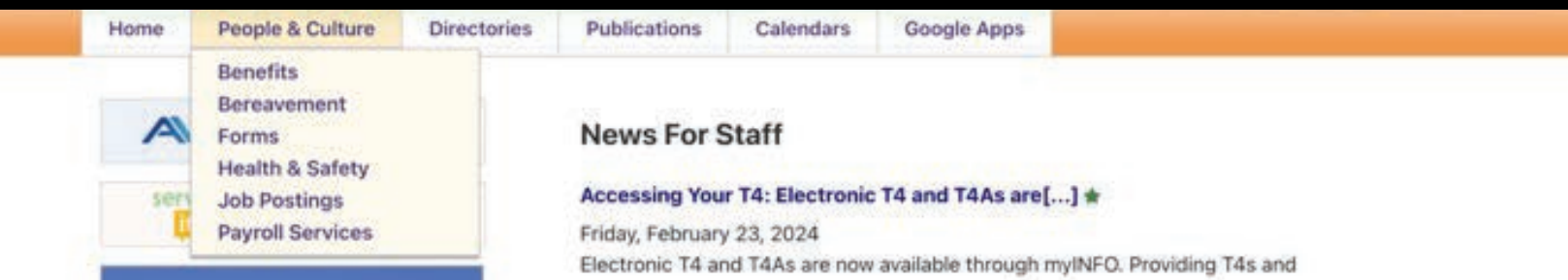
At the Local's 2023 Fall General Meeting the membership approved a budgeted amount of **\$40 000 in the 2023-24 fiscal year budget**, for reimbursements to members upon the completion of any self-directed professional learning (i.e. AQ course). Members are eligible for a **Professional Learning Reimbursement of up to \$250** per school year to help support their professional growth as an educator.

There is also a **Professional Learning Resources Reimbursement**. This \$50 subsidy is for professional learning resources. There is a \$50 maximum per member for the 2023-2024 school year (this is in addition to the \$250 maximum).

Please note, all reimbursement forms are located under LOCAL FORMS on the HOME page of the local's website - <https://etfo-torots.org>



The image shows a document titled "2023-2024 Professional Learning Reimbursement Form" from the ETFO Toronto Occupational Teachers' Local. It includes a reimbursement amount of \$250 maximum per member for the 2023-24 school year. The form details eligibility criteria, such as being a full-time first career teacher for at least one year, and lists required documents like a certificate of completion and a receipt for the course. It also provides contact information for the ETFO Toronto Occupational Teachers' Local.



## PEOPLE AND CULTURE DEPARTMENT FORMERLY KNOWN AS EMPLOYEE SERVICES

The TDSB has rebranded and restructured the Employee Services Department. Please note the change on the tdsbWeb. Benefits, bereavement, Forms, Health and Safety, Job Postings, and Payroll Services will now be found under People and Culture - formerly Employee Services. In an email to TDSB employees, the Board wrote,

*This change represents an important shift in our approach towards how we perceive and support our most valuable asset – our people. The new name represents the department's commitment to putting people first, in the hiring, promotion, and retention process as well as promoting a positive organizational culture.*

The local will be tracking response times when Members and Local released officers contact the Board with inquiries.

The People and Culture department is actively seeking the Local's input with the goal to improve service to employees. Specifically, they are trying to identify bigger systemic issues of why OT's do not return to a school (violence, support, parking). If you wish to share your experiences and reasons why you do not return to certain schools, please reach out to any of the released officers.

<https://etfo-torots.org/about-us/the-executive/>



**PLEASE NOTE: Feedback will remain anonymous**



## TDSB OT RECORDS ASSISTANTS UPDATE

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If you are an Occasional Teacher with a last name beginning with **A-L** or are at a school in Learning Centre 1 or 2 :


[Therisha.Santos@tdsb.on.ca](mailto:Therisha.Santos@tdsb.on.ca)

If you are an Occasional Teacher with a last name beginning with **M-Z** or are at a school in Learning Centre 3 or 4 :

[Terri.Delaney@tdsb.on.ca](mailto:Terri.Delaney@tdsb.on.ca)

Please send all SmartFindExpress (SFE) related questions and concerns to:

 [dispatchteaching@tdsb.on.ca](mailto:dispatchteaching@tdsb.on.ca)

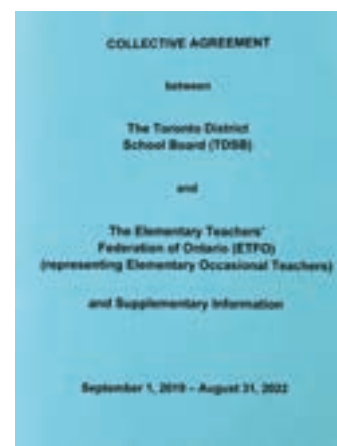
 Or phone 416-338-4747 Option 2.

## LOCAL COLLECTIVE AGREEMENT

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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 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 OT LIST REMINDER! COLLECTIVE AGREEMENT

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**To remain on the active TDSB OT List** all members must complete **thirty (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 (CA) which is located on the HOME page of the website under the heading COLLECTIVE AGREEMENT.

Please note 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.

# CENTRAL BARGAINING SETTLEMENT: BILL 124

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The arbitration hearing for a Bill 124 remedy for Year 3 (2021-22) of ETFO and OSSTF 2019-2022 collective agreements took place on January 15th and 16th, 2024. Arbitrator Kaplan released his decision on Friday, February 9th and has awarded a remedy of **2.75%** for Year 3 (2021-2022).

With the remedy award of 2.75% for 2021-2022, members will receive a total Bill 124 remedy increase of 4.25% for the 2019-2022 collective agreement period. The remedy increase is **in addition to** the 1.0% annual increases negotiated for 2019-2022 collective agreements.

The **TDSB's target date** for paying out the Bill 124 Remedy is set for **May 9, 2024**. May 23 is the back-up date should the TDSB experience any system issues.

ETFO has developed a Q & A in response to the most common queries received from members about the Bill 124 remedy. To access the Q&A, access more Bill 124 information, and ask questions, please go to the ETFO CB web page:

<https://effocb.ca>

Keep an eye out for future updates from ETFO via the ETFO CB eNewsletter, emails from the Local, and check the Local's website:

<https://effo-torots.org>



## SALARY ARBITRATION FOR 2022-2026 TEACHER/OT CENTRAL AGREEMENT MOVED UP TO APRIL 17, 2024

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An earlier hearing date means ETFO will likely receive Arbitrator Kaplan's decision sooner than originally anticipated, and final retroactive payouts for 2022-2026 compensation will likely be available earlier to Members.



# EMAIL COMMUNICATION

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If you are a Toronto OT Local Member and not registered for **local emails** but want to be, please contact any of the released officers to have your name and non TDSB email address added to the list.

If you are a Toronto OT Local Member and not registered for **ETFO provincial emails** but want to be, please contact ETFO Member Records at 416.962.3836.



## REMINDER: COMING VERY SOON! 2024-25 POCKET CALENDAR AND DISPATCH NEWSLETTER SURVEY

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At the beginning of April, the local will be conducting another paper vs. electronic communications survey.

To receive a paper copy of the local's 2024-25 Pocket Calendar and/or paper copies of The Dispatch newsletters, members must click "YES", otherwise, you will receive communications by digital/electronic means only.

During the summer, a paper copy of the Pocket Calendar will be mailed to members who register to receive it. The Pocket Calendar is also available digitally on the website.

Paper copies of The Dispatch newsletter (Fall, Winter, Spring & Summer) will be mailed to members who register to receive them. The Dispatch is also available digitally on the website.



# MESSAGE FROM THE PRESIDENT

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These are challenging times for Educators in Ontario; the rise in violence in the classroom, class sizes exceeding the classroom space, mounting paperwork, dissolving needed special education classrooms, and limited classroom resources due to the \$1200 per student funding cuts by the Provincial government.

We are strong and resilient but that does not mean we stand by and accept these declining working and educational conditions. On the contrary, this means we need to come together and harness that strength to advocate for improvements to public education in our city and communities. ETFO and your Local are here to support you and advocate on your behalf.

We want you engaged and involved. If you are a new member or know a new member encourage them to get involved, take a workshop, attend a meeting, or just call the Local with questions.

As Occasional Teachers, we have the plasticity, training, and ability to skillfully perform our duties with professionalism. We are essential workers who cannot and will not be replaced by Emergency Replacement Persons (ERPs). Our contribution to public education is significant and meaningful.

As always, feel free to contact the released officers with issues, challenges, or concerns you have. Change is possible.

I look forward to seeing you all at Local's Strike Vote on Thursday, April 18!  
In solidarity,

Christina Meynell  
President

