

THE DISPATCH



SUMMER 2024

LOCAL CONTACT INFORMATION



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PRESIDENT

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FIRST-VICE PRESIDENT

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GABRIELLE BLAIS-JONES
VICE PRESIDENT

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VICE PRESIDENT

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JEREMY BASS
TREASURER

Office: 416.227.1866

PRESIDENT'S MESSAGE

The end of the academic year offers a timely opportunity to reflect on our successes and chart our future course. I extend my appreciation to all of you, the ETFO-Toronto Occasional Teachers, for your remarkable contributions to public education. Your unwavering commitment has not gone unnoticed, and we recognize the significance of your role in shaping future generations. Your perseverance in the face of adversity is truly commendable.

Your Executive Board members will be meeting to plan for the up and coming year and will be consulting, organizing, and updating policy and procedures to ensure excellent member service is at the forefront. We are focusing on representation with empathy, and delivering member services through:

- Member orientation sessions, school visits, working closely with our ETT Executive Officer, Elizabeth So, coffee and chat with a released officer, and other new initiatives
- Quick, efficient and personalized service
- Help members help themselves
- Train the Trainer and empowering our Executive Released Officers
- Prioritize data protection and;
- Monitoring trends and pivoting member services where needed, while keeping in mind budget constraints

Finally, I would like to thank the 2023-2024 Executive Board Members for their work and dedication, and congratulate the 2024-2025 incoming Executive Board Members. I look forward to a positive year.

In Solidarity,



MARISA GALLIPPI





EXECUTIVE RELEASED OFFICERS' MESSAGES

FIRST VICE-PRESIDENT



Greetings, all! It's been an honour to serve on the Executive over the past two years, and I'm hugely grateful for the faith you've put in me as your First Vice-President in the 2024-25 school year. Looking forward to continuing my work representing both your individual needs and our collective best interests when dealing with the Board and other stakeholders in the dynamic world of Toronto public elementary education!

LAURA BARRETT

VICE-PRESIDENT



I have been an OT with the board since 2016 and have been on the Local executive since 2022. Starting my first ever term as a released officer this year is a daunting task, but I am confident that I will learn quickly! I am looking forward to helping and working with you to give a voice to all Toronto OTs!

GABRIELLE BLAIS-JONES

VICE-PRESIDENT



I have been serving this local since 2013 in various capacities and I am excited to see what the 2024/2025 school year brings! I look forward to reconnecting with many of you and meeting our new Toronto OTs. I am here to serve you, please don't hesitate to reach out to me for any assistance.

SOPHIE KROESEN

TREASURER



Thank you very much for the confidence you have put in me by selecting me as treasurer, I am honoured to have this privilege to serve the local in this capacity. I plan to use my experience and knowledge in both the financial area and the information technology field to ensure that the local's finances are in good shape for both the short term and long term. I look forward to working with the entire executive.

JEREMY BASS

SECRETARY



RINAT EVRON

MESSAGE FROM YOUR LOCAL

We hope you embrace the warmth and possibilities of summer, and may it bring you renewed energy and inspiration.

The Local's office is closed for the summer. However, if you have been contacted by TPS and/or CAS due to an allegation, or have an urgent matter, please contact the ETFO PRS office at 416.962.3836. Ask for PRS - Professional Relations Services and state your call is urgent.

The Local office will reopen on the first day of school, Tuesday, September 3, 2024

For Local contact info, please go to the Local's website:

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

PLEASE ENSURE YOU ARE CHECKING
YOUR TDSB GMAIL FOR UPDATES TO
ALL EMPLOYEES FROM THE BOARD

YOUR 2024 ETFO-TORONTO OCCASIONAL TEACHER LOCAL DELEGATION

Laura Barrett
Jeremy Bass
Gabrielle Blais-Jones
Sarah Boomhower
Sharon Brown
Sujatha Chintakunta
Elisabetta De Santis
Gregory Deitcher
Rinat Evron
Beverley Flynn-Samuels
Loreen Gale
Marisa Gallippi
Danielle Ingster
Gail James
Sophie Kroesen
Melissa Major
Cynthia McCarrey
Sarisha Moodley
Ken Nakamura
David Pakula
Theodore Shivnaraine
Efsthathia Sotiropoulos
Una Jevtic (non-voting alternate)
Georgina Kourtis (non-voting alternate)
Shelia Mattar (non-voting alternate)
C Nadia Sidial Whitney (non-voting alternate)

2024-2025 LOCAL EXECUTIVE MEMBERS

EXECUTIVE MEMBER (OPEN)

NATHAN GOVEAS

GAIL JAMES

JEISHAN RAJAKULASINGAM

EXECUTIVE MEMBER (WOMEN ONLY)

SUJATHA CHINTAKUNTA

BEVERLEY FLYNN-SAMUELS

EFSTATHIA SOTIROPOULOS

THE ETFO ANNUAL MEETING

The ETFO Annual Meeting serves as the primary mechanism for maintaining and strengthening a thriving, democratic, and organized union, shaping our shared vision. The ETFO Annual Meeting is being held on August 12-15, 2024 at the Sheraton Hotel in Toronto. The ETFO-Toronto Occasional Teachers' Local has twenty-two (22) delegates in accordance with the Local's Constitution. Additionally, the Local has four (4) alternate delegates that will assist with our meeting responsibilities.

Delegates/alternates at this meeting discuss and vote on the priorities of the organization and constitutional motions; approve the ETFO provincial budget and fees; and fulfill a variety of responsibilities necessary for the operation of the ETFO



OCCASIONAL TEACHER PAY UPDATE

ETFO recently received a salary arbitration decision for the 2022-2026 collective agreement. The decision awarded a total salary increase of 11.25% over the four-year term, equating to an 11.73% compounded increase, for ETFO's 80,000 teachers and OT members. Furthermore, the Arbitration Board established a new baseline average rate for daily OT remuneration, that could result in a 14-15% compounded increase for daily OTs moving to the new baseline average rate over the agreement's term, the highest increase in over a decade for OTs across the province.

The Daily Rate pay for Toronto Occasional Teachers for the 2022-2026 is yet to be determined. Any retroactive pay will only be paid after the Local Collective Agreement has been ratified.



LOCAL COLLECTIVE AGREEMENT NEGOTIATIONS UPDATE:

Your 2023-2024 Collective Bargaining Team met with the Board on June 17, and the progress at the table remained slow and difficult to achieve a fair deal for our Occasional Teacher members. Little progress has been achieved on key issues that address the important proposals your Bargaining Team is trying to negotiate.

Additionally, the strips that the Board have tabled and the change to your ability to choose your work location remain on the table and are unchanged.

The Local made the decision to apply for conciliation as per the School Board's Collective Bargaining Act as the next step in the legal bargaining process and the paperwork was filed on June 20, 2024.

Once the Ministry of Labour appoints a conciliator, a conciliation meeting will be set in due course. When the meeting date is established, you will be notified, and your 2024-2025 Chief Negotiator and collective bargaining team will continue to keep you informed in a timely manner as bargaining dates and events unfold.

The Occasional Teacher Bargaining unit and the Elementary Teachers of Toronto are experiencing similar difficulties at the table and have both applied for conciliation.

What is Conciliation?

It is like mediation. It is a voluntary process by both parties in which a facilitator assigned by the Ministry of Labour (under Ontario Labour Relations Act) assists employers and employees to resolve disputes when their own efforts have not succeeded. The goal is to reach a common understanding on how to resolve the outstanding issues at the table.

What happens in conciliation?

Once the conciliator is appointed by the Minister of Labour, they will meet with the parties in an effort to help discussions progress. The parties to bargaining must confer at least once with the conciliator. The conciliator can make suggestions, but they have no authority to impose a settlement on the parties.

What happens if conciliation is successful?

If conciliation is successful, an Occasional Teacher tentative agreement will be reached and will be submitted to the appropriate section of the membership for ratification. If the majority of members vote in favor of the tentative agreement, it becomes their new Local agreement.

What happens if conciliation fails?

The Local's goal is to reach fair Local agreements for its members, so we are optimistic that the conciliation process will be successful. As such, the Local is putting its total focus right now on conciliation. We are hopeful that as a neutral third party, the conciliation officer can help us make progress in bargaining.

However, if the conciliation fails to produce a positive result: -the parties can continue to bargain without the presence of a conciliator. Or-either party can ask the conciliator to file a "no board" report stating that they may be at impasse

Is binding arbitration the same as conciliation?

No- Binding arbitration is a process whereby an arbitrator would look at the outstanding issues and decide which, if any, proposals would be included in the collective agreement.

It is unlikely that the key issues we have brought forward, which are critical to learning and working conditions in our schools, would be addressed. It will impact the opportunity for meaningful Local bargaining on key Local issues. The Local respects our right to free and fair Collective Bargaining and we come to the bargaining table prepared to engage in meaningful discussions about critical issues facing our Occasional Teachers.

What is expected of Occasional Teachers during conciliation?

During conciliation, Occasional Teachers will engage in their professional responsibilities as they normally would. Your leadership team will continue to make your voice heard at the bargaining table.

Not receiving Constant Contact to update you on Collective Bargaining?

We may not have a current non-TDSB email address on file for you. You can email your Local Released Officer Team. It is imperative that you remain involved and vigilant during this process - your Local and Collective Bargaining Team is here to serve you.

It has been a pleasure serving you as your local Chief Negotiator this year. The CB team appreciates your ongoing support and wishes you a pleasant summer. We are looking forward to reaching a fair collective agreement for all Occasional Teachers. Sharon Brown, Chief Negotiator/ Vice-President 2023-2024.

The ETFO-Toronto OT Local thanks Sharon Brown, Vice President (2023-2024) for her work as our Chief Negotiator and wish her well in her new endeavors. We are looking forward to working with a new Chief Negotiator for the 2024-2025 school year.



**LOCAL COMMITTEES
JOIN A LOCAL COMMITTEE
2024-2025 LOCAL COMMITTEES OPEN FOR
MEMBERS TO JOIN**

IF YOU ARE INTERESTED IN JOINING A LOCAL COMMITTEE, PLEASE CLICK ON THE LINK TO REGISTER YOUR REQUEST FOR THE 2024-2025 SCHOOL YEAR, PLEASE CLICK HERE

<https://etfo-torots.org/join-a-local-committee/>

REQUESTS TO JOIN A COMMITTEE CAN BE ONGOING THROUGHOUT THE YEAR AND ARE CONDITIONAL ON THE AVAILABILITY OF SPACE ON THE COMMITTEE. COMMITTEES TERMS OF REFERENCE CAN BE FOUND IN THE LOCAL BY-LAWS SECTION 1.0 GENERAL COMMITTEE GUIDELINES.

THE LOCAL INVITES MEMBERS TO APPLY FOR POSITIONS ON VARIOUS COMMITTEES, PROVIDING AN OPPORTUNITY TO LEARN MORE ABOUT THE LOCAL'S INTERNAL WORKINGS AND SUPPORT MEMBER ENGAGEMENT AND ADVOCACY WORK THROUGHOUT THE YEAR. TO FIND OUT MORE ABOUT THE DIFFERENT COMMITTEES AND THEIR RESPONSIBILITIES, PLEASE CHECK THE LOCAL'S WEBSITE.

COMMITTEE TERMS OF REFERENCE PAGE 19

<https://etfo-torots.org/wp-content/uploads/2023/09/ETFO-Toronto-OT-Local-Reference-Manual-May-14-2024-.pdf>

CLICK ON THE LINK TO REGISTER YOUR REQUEST TO JOIN A LOCAL COMMITTEE.

POLICY GRIEVANCES UPDATE



PREP LOSS GRIEVANCE 2023-2024

A SURVEY ON LOST PREP TIME WAS SENT OUT TO THE MEMBERSHIP ON FEBRUARY 20TH, 2024. AS A RESULT, A GRIEVANCE WAS FILED BY THE LOCAL ON BEHALF OF OTS (DAILY OTS AND LTOS) WHO LOST PREP WITH LIMITED TO NO PREP PAYBACK.

PREP LOSS GRIEVANCE 2022-2023

AFTER PRESENTING THE GRIEVANCE TO THE TDSB IN 2023, THE GRIEVANCE WAS DENIED AT STEP 1. THE LOCAL HAS MOVED THE GRIEVANCE TO THE NEXT STEP IN THE GRIEVANCE PROCESS-ARBITRATION-STEP 2.

PLEASE CONTACT AN EXECUTIVE RELEASED OFFICER FOR ANY QUESTIONS/CONCERNS REGARDING THE PREP LOSS POLICY GRIEVANCES.



IMPORTANT NOTICE



The LOCAL'S 2024-25 POCKET CALENDAR

At the May 16, 2024 General Meeting, the membership approved an amendment reducing Budget Line 602 Calendar to zero dollars. The Local had previously sent out a Google survey to members to gauge interest in having a physical pocket calendar for the 2024-2025 year. Due to the Annual Meeting motion, the Local will be sending out another Google survey to members who indicated they wanted a paper copy of the pocket calendar, to find out who would like to purchase the pocket calendar at a cost of \$10.00. The local will require at least 500 members who would like to purchase a paper copy, for printing and mailing of the pocket calendar to proceed. If this criteria is met, the Local's 2024-25 pocket calendar will be mailed out in late summer to those members who respond to the survey and expressly indicate that they want to purchase a paper copy. If you do not indicate you want to purchase a calendar, and want to purchase a copy of the pocket calendar, please contact the office in September. There may be a limited number available on a first-come, first-serve basis for a cost of \$10.00 each.

Service Canada and Summer E.I. Benefits

The TDSB transmits all Records Of Employment (ROE) electronically to the Service Canada website. Complete your application for Employment Insurance benefits on-line at www.servicecanada.gc.ca. File your application as soon as you can or within 2 weeks after your last day worked or you may not be eligible for EI benefits. You will not be issued a 16-digit reference code. Please complete your EI application without using a reference code. Reference codes are no longer required for school-related applications.

TDSB Reinstatement Process for Occasional Teachers

To maintain your status on the Occasional Teaching List you must complete the online renewal google form by June 30, 2024 and work a minimum of 30 days either as a daily OT or in an LTO.

As per the Collective Agreement, Section 18.0.0. OCCASIONAL TEACHER LIST (pg. 54-55):

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 did not complete the above requirements by the end of the day on June 30, 2024, you may be removed from the OT List and required to complete the online Reinstatement Process through TDSBWeb. You will receive notification in July 2024 by email to your TDSB email account if you are required to complete the online Reinstatement Process. Please check your TDSB email account on a regular basis over the summer to be aware and up to date on all matters to do with your role as a TDSB Elementary Occasional Teacher.

Offense Declaration

A reminder to complete the Occasional Teacher Annual Renewal Form Offense Declaration.

Summer 2024 LTO posting dates-It is a good idea to check the LTO Job Posting page through the TDSBWeb to keep up to date with LTO postings, posting dates, and other important information from the TDSB Occasional Teaching Department.

Additional Local information may be found on your Local's website:

www.etfo-torots.org

Retirement - The Ontario Teachers' Pension Plan can be reached at:
1-800-668-0105.

TDSB Payroll - the TDSB Payroll Department remains open during the summer and can be reached at:
(416) 395-9642.

Pregnancy/Parental - please go to the following link for the ETFO Member's Guide to Pregnancy and Parental Leave:

<https://members.etfo.ca/supportingmembers/employees/pages/pregnancyparental.aspx>
OCM health, and dental benefits, contact OTIP Benefit Services at 1-866-783-6847.

TDSB-HEALTH & SAFETY INSPECTOR POSITION — SECONDMENT 2024-2025

The ETFO- Toronto Occasional Teachers' Local Health and Safety Inspector position is an essential role. The Inspector works diligently to not only inspect schools for hazards at work, but also responds to health and safety forms and/or concerns that members submit to the employer.

The Local President and Released Executive Officers work collaboratively with the H & S Inspector to ensure that member rights and their health and safety are at the forefront each and every day.

Foundational worker rights/principles that our team advocate for are:

- to participate in the Health and Safety process
- to know about Health and Safety hazards, and their controls
- to refuse unsafe work if the worker has reason to believe that their work / work environment is likely to endanger their health and safety

Applications for one (1) ETFO-Toronto Occasional Teacher Local Health & Safety Inspector position are being accepted until August 12, 2024 at 12:00 noon.

Minimum Qualifications Required:

- An active ETFO Toronto Occasional Teacher Local member in good standing with OCT
- Health and Safety Certification Part 1
- Experience working within Health and Safety and knowledge of the OCCUPATIONAL HEALTH AND SAFETY ACT, R.S.O. 1990, C. O.1 <https://www.ontario.ca/laws/statute/90o01>

DUTIES AND RESPONSIBILITIES:

- Duties and Functions of Inspectors, as outlined in 11.3 of the Terms of Reference of the TDSB Joint Health and Safety Committee:
- Conduct the physical inspection of the workplace on a monthly basis,
- Shall be assigned or designated duties of the Committee, such as following up on Health and Safety forms/paperwork, work refusals, and incidents (including violence, critical injuries, etc.),
- Attend hygiene testing,
- Health and Safety Inspectors' primary responsibilities are to perform the duties as outlined within the TOR (Terms of Reference) & OHSA as an extension of the JHSC Worker members.
- Represent the ETFO Toronto OT Local and bring forward relevant issues on TDSB JHSC as a member or alternate on the committee, as designated by the ETFO Toronto OT Local.
- Exercise the powers of the committee on behalf of all workers in the TDSB
- Liaise with other worker representatives on the JHSC and the Bargaining Units they represent
- Liaise, communicate, keep informed, and work collaboratively with the ETFO Toronto OT Local Released Officers on Health and Safety Issues
- Liaise with Principals, Family Team Leaders, TDSB Health and Safety Department and other TDSB staff, as required
- Respond to and advise on worker needs and concerns, including, but not limited to:
- Existing workplace hazards (including those received through TDSB Health and Safety Concern Forms and Employee's Report of Workplace Violence Incident Form)
- Reporting responsibilities such as Employee's Report of Workplace Violence Incident Form, Employee Report of Accident and Injury Form, and WSIB claims
- Managing and analyzing data provided by the TDSB to the JHSC
- Following up on issues raised during site inspections
- Representing Workers on Workplace Violence Risk assessments
- Representing Workers at worksites with work refusals

ADDITIONAL RESPONSIBILITIES AND REPORTING:

- Support and advocate for all ETFO Toronto OT Local Members
- Take direction from the Local's President and/or Executive Health and Safety Officer First Vice-President
- Attend and provide reports to the Local's Executive including statistics and data collection particularly involving OT H&S
- Attend ETFO Toronto OT Local General Meetings
- Participate in and promote ETFO Toronto OT Local mobilizing initiatives with respect to occupational health and safety
- Contribute to ETFO Toronto OT Local Member communications on issues of health and safety- provide updates of statistics
- Coordinate with health and safety representatives from other working groups to maintain a list of health and safety contact workers for each worksite, and help to arrange training in conjunction for the workers on that list with the Local's President and First Vice-President
- Other duties and responsibilities as assigned by the President and/or the Executive Board

COMPENSATION:

The Health and Safety Inspector is paid at their LTO grid rate. Applicants should send a cover letter, resume, copy of Part 1 Health and Safety Certification and provide 2 (two) references. Please send a complete PDF application package via email with the subject line: Health and Safety Inspector Position to

MarisaGallippi@ica.net

cc: First Vice-President Laura Barrett, (LauraBarrett@ica.net)

Vice-President Gabrielle Blais-Jones (GabrielleBlais-Jones@ica.net)

Vice-President Sophie Kroesen (sophiekroesen@ica.net)

by Monday, August 12, 2024 at 12:00 p.m.

Online Interviews will be held on August 16, 2024 at 10:00 AM Thank you for your interest, however, only those considered for an interview and a complete application package will be contacted.



Health & Safety

HEALTH AND SAFETY SCHOOL INSPECTION TRAINING

Interested in being an alternate for the full-time TDSB health and safety inspectors when they are not available for health and safety inspections? Taking part in the training provided by the TDSB Occupational Health and Safety department will provide you the opportunity to work as a health and safety alternate inspector for TDSB schools.

The alternate position is not a full-time position, and the amount of work you receive as an alternate inspector may vary. Typically, you may work a few days per month.

COMPENSATION:

Health and Safety Inspectors Alternates are paid at their Occasional Teacher daily rate of pay and paid a half or full-day for attendance at training, inspections, meetings, and other activities approved by the TDSB Occupational Health and Safety department.

Interested candidates in this training opportunity, please email: LauraBarrett@ica.net and cc: MarisaGallippi@ica.net with the subject line: Health and Safety Training, by September 3, 2024. Please include your full name and your TDSB employee number in your email.

