

It's Elementary

NOVEMBER 2019

ETFO Hastings-Prince Edward Teacher Local

Supports and Promotes the Professional and Personal Development and the well-being of its Members. It does so in a Climate of Mutual Respect, Fairness, Equal Opportunity, Collegiality, Clarity of Process and Democracy.



**ETFO Phase 1
work-to-rule begins
November 26**



RALLY

FOR PUBLIC EDUCATION

November 14th, 2019
at MPP Bay of Quinte Todd Smith's Office

Thanks to all members who participated!



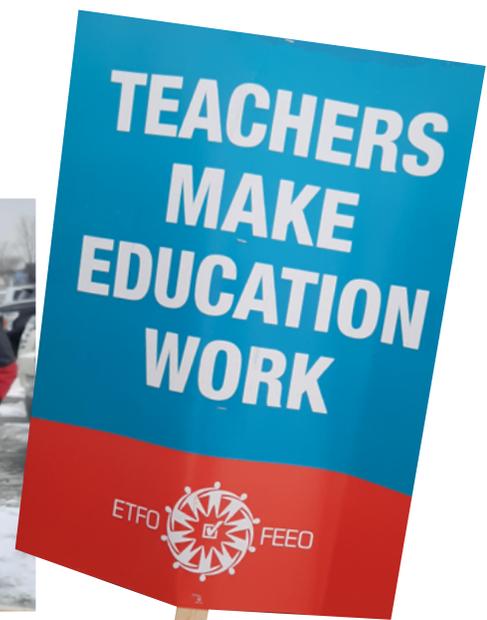
Affiliated with the
Elementary Teachers' Federation of Ontario



Facebook: Etf Hastings Prince Edward
Twitter: HP ETFO @ ETFOHPE



ETFO-HP President Dave Henderson spoke with the media covering the rally.



PRESIDENT'S MESSAGE:



Strike Vote: 98% in Favour

The tremendous turn out at the Banquet Centre last month demonstrated that teachers are mobilized and knowledgeable about the

issues. We are committed to strengthening Ontario's publicly funded public education system by getting the best deal possible to address teacher working conditions and student learning conditions. Some of the key issues are:

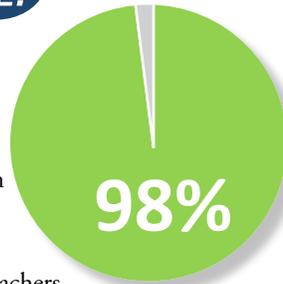
- More resources for special needs students
- Reductions in class size in kindergarten, junior, and intermediate classrooms
- Continuation of the kindergarten model with a partnership between a teacher and a DECE
- Fair hiring practices and job security
- Meaningful measures to address and reduce violence in our classrooms

Your strong vote in favour of strike action should help to apply pressure on school boards and the government to come to the table with realistic proposals. By now, you will have had your in-school Work to Rule meetings, and will have heard how little progress has been made at the Central Table over the last three months. Many of ETFO's proposals have received no response at all from the government. Talks have been scheduled into December, but it is now time to call on all members to exert more pressure on OPSBA and the Ontario Government through a united job action.

Work to Rule Begins November 26

Standing strong and united during the Work to Rule Phase One period is essential to getting a good deal. OSSTF is now on track to join us in applying sanctions beginning November 26. Please pay close attention to all ETFO Collective Bargaining Bulletins, Work to Rule Protocols, and communications from the Local Office. If you have questions, please ask your steward first. The Local Office has already been fielding many questions clarifying situations with our provincial Strike Coordinator James Taylor and Collective Bargaining Officer Mike Lumb. If in doubt, ask, and we will attempt to get answers as soon as possible. Other unions are aware of our strike protocol and have advised their members not to complete any work struck by ETFO. Please keep in mind that the job action is intended to inconvenience school boards and the government, not parents and students. With that in mind:

- Continue to focus on the learning needs of students
- Continue to maintain contact with parents



- Continue to provide scheduled supervision of students
- Continue to wear Red for Ed on Fridays to demonstrate solidarity

Local Bargaining

The Board and the Union agreed earlier this fall to delay local bargaining until later this year. We will want our CB Officer, Mike Lumb, at the table as much as possible, and, right now, our provincial staff have their hands full with Central Bargaining. Thank you to the many teachers who have already completed the on-line local bargaining survey. The Collective Bargaining Committee recently met to review the results. Please watch for upcoming announcements pertaining to local bargaining. It is our policy to call a general meeting to inform members of the local bargaining issues and get approval of the preliminary submission prior to the commencement of negotiations. We expect there will be more developments on this front in the new year.

Lost Prep Time and Prep Pay Back

Last June, we grieved the failure of the Board to provide prep pay back by the end of the school year in two schools. Due to the shortage of OTs and the chronic problem of unfilled vacancies, we suspect that there were many more teachers in other schools who lost prep time in 2018-19 but who never had it paid back. It is essential that any lost prep time be tracked as to when it was lost and when it was paid back. Please report any lost prep time to your steward and principal, and ensure that it is being tracked. Missed prep time must be paid back "as soon as administratively feasible", but no later than three months, or the end of the school year, whichever comes first.

Pay Periods

The Collective Agreement provides for 26 or 27, as the case may be, bi-weekly pay periods beginning on the last Friday in August. Due to the Board's failure to provide for 27 pay periods as it should have in 2011, a grievance resolution (designed by former director Rob McGall) provided for a decade-long 26 bi-weekly pay period scheme which has sometimes resulted in two pays prior to the beginning of the school year. During 2019-20, we will continue with 26 pays. During the 2020-21 school year, there will be 27 pay periods. Annual salary will not be affected, but the same amount will be spread over an additional pay period making each pay slightly less than you are used to. The Union has been providing messages on this periodically in order to reduce the surprise factor when the 2020-21 pays begin.



Dave Henderson
ETFO-HP President

Committees usually meet once per month. To see the dates for committee meetings, please visit <http://www.etfohp.on.ca/resources/calendar>



STATUS OF WOMEN COMMITTEE

We would like to invite all of our members to attend the Candlelight Vigil in Picton on Friday, December 6 from 5:00-6:30 pm in honour of the women who lost their lives in the Montreal Massacre, as well as the women & children lost to domestic violence this year. Also, we will be hosting a self-defence workshop on November 28th.

Chair: Linda Hillier, Sir John A. Macdonald



PROFESSIONAL LEARNING COMMITTEE

On December 5th, the *Professional Learning Committee* is pleased to offer a half-day ETFO provincial workshop from the Arts Series *We All Belong - The Inclusive Arts Classroom*. This workshop will be open to up to 20 members, with preference given to members in their first five years. We will also be hosting a *Festive Painting* workshop with local artist Marg McIntyre in early December. Watch your non-board email for registration information for these and other professional learning opportunities.

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Equity and Social Justice Committee* is currently planning some upcoming workshops. Stay tuned for details... Equity is always looking for new members, so please check the ETFO-HP calendar and come out to a meeting.

Chair: Ian McKendry, Centennial



NEW MEMBERS COMMITTEE

It's November! At this point you've made it through IEP writing, progress reports, and Halloween! Remember, if you ever have questions, please don't hesitate to reach out to your union. Below is the link to ETFO provincial to create an account for new members. <http://www.etfo.ca/Pages/login.aspx>

Also there is another link for a video for "ETFO Action Violence in school". Watch for the professional learning opportunities offered in our local. [ETFO Video](#)

Remember Christmas is just around the corner!

Chair: Sherry Simms, Trent River



POLITICAL ACTION COMMITTEE

Building Better Schools is the document ETFO created to outline a plan that would improve our current education system. The first of the eight parts of the plan focuses on the Funding Formula. Ontario's education funding formula needs to be fully reviewed and reformed. It is based on a model introduced two decades ago that was designed to reduce overall expenditure for public schools. While the former government increased education funding after it took office in 2003 by introducing important initiatives such as primary class size caps and full-day Kindergarten, it failed to address some of the original cuts imposed by the predecessor government. The situation has gotten worse under the current Ford government. The problems of the 1998 funding model that haven't been adequately addressed include: funding for English and French as Second Language programming; funding for basic school level facilities and services such as libraries, guidance, music, art and physical education; funding to support local priorities; and funding for school operations and maintenance. For more information visit http://www.buildingbetterschools.ca/the_plan.

Chair: Danielle Saunders, Queen Elizabeth



SOCIAL AND WELLNESS COMMITTEE

The Social Committee has been busy planning events for the coming year! Our first two events provided 15 members and their guests the opportunity to attend the *Mother Goose Panto* at the Stirling Theatre, and a Trivia night was held in the North. In February, we will once again have the opportunity to attend a Belleville Senators game. This year, members will be asked to register by a certain date, at which point a lottery will be held to determine the order in which they will be offered. Tickets must then be paid for by a certain date, or they will be forfeit and offered to members on the waiting list. A flyer with the complete list of details will be coming out in early December. Stay tuned!

As always, new ideas and committee members are welcome! Please contact me at social.etfohp@gmail.com if you are interested in getting involved, or have a specific event in mind.

Chair: Derek Watt, Trent River



HEALTH AND SAFETY COMMITTEE

We have a stressful job. Your physical and mental health are important. Take time to look after yourself. Go for a walk, read a book, watch a movie, laugh with friends. Find something that is a relaxing break from work.

Continue to record violent incidents that occur at your workplace. Stay tuned for an update on on-line reporting.

New members are always welcome on the Health & Safety Committee. Contact Kim Isaak at healthandsafety.etfohp@gmail.com if you are interested in learning more about the committee.

Chair: Kim Isaak, York River

Sign Making Workshop



The Professional Learning Committee was happy to host a sign making workshop facilitated by member Andrea Bird. It was a great evening of creativity and member connections. We look forward to hosting more fun and engaging events throughout the school year.



Strike Vote Meeting



Thanks to our members for the unprecedented turnout for our strike vote on October 18th. You helped send the message that ... ***“Cuts hurt kids and that we are ready to stand strong to protect public education!”***

Trivia Night in Bancroft

Northern Trivia was a great success! OSSTF and ETFO joined together for kinship and lots of laughs. President Dave and past VP Pierre were in attendance and came in 2nd. Thanks to Brian Goodwin who supported us and hosted such a great event.



How to protect your family from deadly, invisible gases



Radon and carbon monoxide are poisonous gases that are odourless, colourless and tasteless, making them threats to the safety of your home.

Exposure to high levels of radon is the leading cause of lung cancer in non-smokers, causing over 3,200 Canadian deaths each year¹. Carbon monoxide is the leading cause of fatal poisonings in North America.

By following the steps below and taking the proper precautions, you can help protect your home and family from these deadly gases.



To learn more, click here: www.otipinsurance.com/article51

World Teachers' Day 2019

Thanks to everyone who took the time to celebrate World Teachers' Day in a fun and creative way.

Maybe a prize to the top 3 most inventive/enthusiastic staff celebrations, next year? HmMMMM....stay tuned!



I Teach for a Better World

Canadian Teachers' Federation
Fédération canadienne des enseignantes et des enseignants

www.ctf-fce.ca

SAVE THE DATE Wellness Day 2020



04 25

2020

SATURDAY, APRIL 25, 2020



More Details to follow



*Alternatives for Women in Prince Edward County
Invites you to attend our*

***Candlelight Vigil
&
Annual General Meeting***

Friday, December 6, 2019

*Social Time & Refreshments - 4:30 p.m.-5:00 p.m.
Candlelight Vigil & Presentations - 5:00 p.m. - 6:30 p.m.
AGM – 6:30p.m. - 7:00 p.m.*

SPECIAL GUESTS

Survivor Stories & PECEI Drama Students

LOCATION

*St. Andrew's Presbyterian Church
31 King Street, Picton, Ontario*

***Honour the women who lost their lives in the Montreal Massacre, as well as the
women & children lost to Domestic Violence this year.***



*Please RSVP to Patti Lowe: afw.admin@bellnet.ca or 613-476-4435
Everyone Welcome!*



Stewards are an important pillar of our union.

During Collective Bargaining you help keep ETFO strong.

Get connected at etfo.ca/link/steward



Congratulations To:

- **Jennie Thompson** (Harmony) who had a baby girl *Zofia* on July 17th
- **Susannah Duff** (CML and Athol) who had a baby girl *Anastasia* on September 22nd
- **Lisa Burnett** (Sir John A) who had a baby girl *Jude* July 28th
- **Tristin Redner** (Sir John A) who had a baby boy *Gavin* July 1st

Our Sincere Condolences To:

- **Amber Foster** (Susanna Moodie) whose grandmother passed away
- **Stephanie Morton** (Marmora) whose father passed away
- **Andrew White** (Athol) whose father passed away
- **Julie Newman** (Marmora) whose grandmother passed away
- **Janet Bush** (Stirling) whose mother-in-law passed away
- **Kelsi O'Rourke** (Queen Elizabeth) whose father-in-law passed away
- **Jennifer Walmsley** (Kente) whose father-in-law passed away
- **David Fry** (Park Dale) whose father passed away

FOR RED Ed



(RIGHT) Bird's Creek members show their "Red For Ed" support →



(LEFT TO RIGHT) Brooke Ray (York River PS), Jason Surgent (ETFO-HP 2nd Vice-President), and Kim Isaak (York River PS) outside the ETFO provincial office ↓




In life, the only thing that is certain is change! We can help you prepare.

There are changes and challenges you will experience in life such as, unforeseen expenses, spouse or partner job loss, or even unexpected changes in the education sector.

Educators Financial Group can help you avoid these pitfalls with educator-specific advice.

To speak to a financial specialist visit:
<https://educatorsfinancialgroup.ca/get-started>

To learn how to be prepared for sudden financial challenges, go to:
<https://educatorsfinancialgroup.ca/NLBePrepared>

ETFO Hastings-Prince Edward Teacher Local

www.etfohp.on.ca



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 Toll Free: 1-866-962-3836
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Visit our Website for the most
 Up-to-Date Calendar of Events
<http://www.etfohp.on.ca/resources/calendar/>

