

Currently Speaking

Office: 519-837-0090 ext. 402

Home: 519-928-5989

Fax: 519-836-9759

www.ugot.org

President's Message



Dear Membership,

The year is winding down but is incredibly busy for all of us - so many commitments, so little time. It is even more of a struggle when you try to coordinate all of your family members' schedules.

I am going to take a bit of time and reflect on what we accomplished this year.

Of course, even before the school year began we attended the ETFO Annual Meeting. A new President, Sam Hammond, was elected with a few other changes to the executive. They have done an incredible amount of work on our behalf. The most notable being the *introduction of the Early Learning Program*. In August we greeted the new LTO hires belonging to the NTIP program. Marina and I welcomed the new teachers with a discussion about our collective agreement and any issues that might affect them.

Of course, the main topic to begin the school year was the H1N1 virus. How will we survive this pandemic? Well, we survived it with tremendous help from all of you. Among those helping were our retired teachers; they had immunity to it. Thank you all for filling in. We worked a lot of days during those months. We got two workshops in before the Christmas break. Julie Birken and Kylie Cyr worked hard to organize the *Behavioural Management System workshop*. That deals with how to keep a situation with a student from spiralling out of control. We try not to escalate it by reading the signs and defusing potentially violent outcomes. We were also trained in how to restrain a child to prevent harm to the child and to others. We ran a *classroom management course, "I Am the Teacher."* This is the third consecutive year we have run the course and there was still a lot of interest in it. I think we may run it again next year. We had a great *Fall General Meeting*.

Marilies Rettig, the Deputy General Secretary, was our guest speaker. The evening was well received and we had a lot of discussion about what we can achieve as a local.

The year began with those seeds from the Fall General Meeting. One idea was the *electronic newsletter* which has now come to fruition. We also have a database of most of our members' email address for ease of communication. The beginning of the year saw some tragedy also. The *Haitian earthquake* was devastating. ETFO and your local contributed to help in the relief effort. We contributed \$250.00 to Doctors Without Borders/Medicins Sans Frontieres. We made an additional \$200.00 donation on behalf of the Union Stewards towards the Humanity Relief fund. Your executive's rationale for contributing the total \$450.00 was "a loonie per member". I am very proud to be a member of ETFO and applaud their work to make a difference in the world.

We completed a number of initiatives that we had been working on all year. The *Mandatory Accessibility Training* was offered to Occasional Teachers on February 22nd as a half-day paid PD to deal with all of these initiatives. We all completed the mandatory training. We also did the *Bill 157, Safe School Act Training*, which all the contract teachers were given. We included *training on boundaries*. It Can Happen To You, a video produced by ETFO, was shown and discussed. *WHMIS training and Sabrina's law* was also included. We unveiled the new *Teachers' Handbook*. This will be in all the schools in September and teachers will all follow the template so you will know where to look for information. In September, if you come across a school that doesn't present you with one of these, let me know. A new *Smart Find feature* was introduced: the job shopping feature. It had a few glitches at first but these were quickly remedied.

April saw the beginning of *performance appraisals for Occasional Teachers*. If you haven't had yours done, don't panic. They will continue in September. Principals are to follow a checklist which Marina Howlett, Barb Walkey and I helped to put together. We also ran more P.D. for members. Tracy Armstrong and Tammy Fleming,

Principal and Vice Principal at Princess Elizabeth Public School, co-presented a *workshop on interviewing techniques*. Who better to get that from? It was so successful, they ran it twice. Many members really felt the information to be current and valuable. The *workshop on First Aid/ CPR* is coming soon as well as the *Employment Insurance Workshop*. The dates and times are in this newsletter.

What is coming up for people to look forward to? Your executive is hard at work to bring about more opportunities for you.

- Tribes training will be offered this summer.
- We are also going to bring more dynamic P.D. opportunities your way in the new school year.
- We have decided to bring about more social events for members.
- Don't forget to MINGA.
- We are also looking into hosting a welcome barbecue for new members. All are welcome.

Lastly, I want to comment on the more serious issues that don't get mentioned but are such an important part of what we do and what ETFO does, help you, the member. We try our best to represent you, give timely advice, retrieve important information for you and, most importantly, listen to all of your concerns. Feel free to contact me anytime with your issues and your ideas. We can all make our local better by dealing with issues for the new teachers, the career occasional teachers, the short-term and long-term occasional teachers and the retired teachers. **Not one is any more or less than the others.** We are all part of ETFO.

I sincerely hope you all have a well deserved restful summer.

Andrew Aloe

Andrew Aloe
ETFO Office Telephone: 519-837-0090 ext. 402
ETFO Office Fax: 519-836-9759
Phone: 519-217-2704
E-mail: aloeristok@distributel.net



Professional Development



- Summer Academy courses are now posted on the ETFO website <https://summeracademy.etfo.ca/courses>.
- Online AQ courses are offered by ETFO. More information is on the ETFO website at www.etfo.ca.



- Kindergarten Workshop available in Upper Grand.

For more information on these courses, check the UGOT website.

TRIBES TRAINING COURSE:

The final Professional Development of the year will be: a four-day, fully certified Tribes Training course at a cost of \$50.00 per person.

The registration includes the textbook which you keep. Please register before June 29th with Julie Birken at julie_birken@rogers.com or 519 940-3955.

The course will take place during the second week of August. Details will follow upon registration.

We are doing it this way to ensure numbers and to secure an appropriate venue. Don't delay. We expect this to be very popular.



Employment Insurance Workshop

Tuesday, June 22, 2010

J.D. Hogarth Public School

4:30 - 6:30 p.m.

The flyer is posted on the website www.ugot.org.

ANNUAL MEETING

This year's Annual Meeting went very well. We had forty members come to our meeting. Guests included Jennifer McCreary and Donna Perry from the Board. From the Upper Grand Contract Teacher Local, we had Tamara Reso, Ruth McLean, Doug Cook and Jan Grant. We had Pat Kalapaca, honorary ETFO life member, and Judy Cutts, O.T. President from Waterloo. Our guest speaker and honoured guest was Sam Hammond, the President of ETFO. It was so nice that he could be with us and he told us he was pleased to be a part of our Annual Meeting. He thanked our local leadership for the great work our executive was doing on your behalf. He also took the time to thank all the occasional teachers across the province. He said that ETFO was committed to ensuring that occasional teachers were well represented. We are an important part of ETFO and education in our schools.



The meeting included the announcement of our new executive for next year. I am going to be your President for another year. I am very happy to be serving you again. Thanks for all the kind words of support I have received from members. Marina Howlett remains the Vice-President and my mentor. John Ritchie remains Treasurer and Donna Henderson, Secretary. There were some changes to the executive. We are sad to see Carol Christie and Kylie Cyr go. We are welcoming two new members, Carol Waffler and Ryan Carter. The rest of the executive members are: Ted Pritchard, Ruth Tomlins, Julie Birken (who has agreed to stay on as the Professional Learning Chair), Barb Walkey, Ralph Rainford, John Parkyn and Jacquie Gray (our Health and Safety Chair).

If any member of local would like to get involved, please contact me. You don't have to be an executive member to get involved. Any member is also welcome to attend our executive meetings. Just give me a few days notice so I can prepare extra materials and food.

As promised, all eighteen Differentiated Instruction books were given out, as well as a ton of door prizes and giveaways. Before we sat down to an amazing meal, we unveiled our new Presidential Plaque. I found this in the back in our office and decided to update it. Marina Howlett's, Susan Thompson's and my name were put on the plaque to make it current. Unfortunately, Sue was out of town and couldn't make it.



I have some big shoes to fill. I am extremely grateful to Marina. Without her guidance and advice, this transition would have been difficult.

BILL 168

Violence and Harassment in the Workplace

The Ontario government has introduced amendments to the Occupational Health and Safety Act. The focus of bill 168 is on strengthening protection for workers from violence and harassment in the workplace.

Workplace harassment is defined as: A course of vexatious comment or conduct against a worker in a workplace deemed to be unwelcome; Includes offensive jokes, bullying, cyberbullying, displaying offensive pictures etc. This includes psychological bullying. This is not limited to the Human Rights Code protected grounds.

Workplace Violence is defined as: The exercise of physical force or the attempt to exercise physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker or a statement or behaviour that can be reasonably interpreted as a threat to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker

The Board has come up with a policy to deal with this new amendment. It is the policy of the Upper Grand District School Board to promote a learning and working environment in which all individuals treat each other with

respect and dignity, and work and learn together in an environment that is free from all objectionable conduct including violence, harassment, bullying/intimidation and discrimination.

At this point the only requirement is that we fill out a survey titled “ Workplace Violence Employee Risk Management Assessment Questionnaire” and that we understand and use the Board policy on workplace violence. I have the survey in hard copy and have requested an electronic copy which we will post on our website. Please look out for that. I hope to have it up before you get this newsletter or shortly thereafter. It is strictly confidential. Don’t put any name on it, but you are required to identify your place of work so the Board can identify any developing trends.

If you need information or encounter difficulties over the summer, contact the Professional Relations staff (PRS) in Protective Services at 1-888-838-3836



Website www.ugot.org

Please visit the website for current information, Professional Development opportunities, an Executive contact list, Executive Meeting Minutes, Currently Speaking (our OT newsletter), and other pertinent information as it becomes available.

We will continue to use the website to communicate to members when it is impossible to contact all members by telephone or through the mail.

DATES TO REMEMBER

Federation Dates

Fri., June 18, 2010, 5:00 p.m.....Minga
at Boston Pizza in Orangeville
Tues., June 22, 2010.....Employment Insurance
workshop
Thurs., June 29, 2010.....deadline for Tribes registration
July-August 2010.....ETFO Summer Academy
Various dates and locations
Mid Aug., 2010.....Tribes Training Course
Mon., Aug. 16-Thurs., Aug. 19, 2010.....Provincial
Annual Meeting
Tues., Sept. 7, 2010.....Students’ First Day of School

Executive Meetings June 2010

Thurs., June 24, 2010.....Fergus
Ralph Rainford’s home

Upper Grand DSB - Professional Development Days

Wed., June 30, 2010
Thurs., Sept. 2, 2010 ,,,, Assessment and Evaluation for
and of learning/early learning

UPPER GRAND ETFO OCCASIONAL TEACHERS’ LOCAL

President:	Andrew Aloe
Vice President:	Marina Howlett
Treasurer:	John Ritchie
Secretary:	Donna Henderson
Executive:	Julie Birken Carol Christie Kylie Cyr Jacqueline Gray John Parkyn Ted Pritchard Ralph Rainford Ruth Tomlins Barb Walkey

Website: www.ugot.org
ETFO Provincial: 1-888-838-3836

VERY IMPORTANT PENSION NEWS

Ruth McLean, UGETFO President, has kindly allowed us to reprint this pension article for Currently Speaking.

Whether you're a retiree now or you're an active teacher contemplating retirement, you'll want to pay close attention to changes in the rules regarding post-retirement work.

WHAT COUNTS AS WORK?

- Beginning September 1, 2010, the definition of "Re-employed Pensioner" will change. The new definition broadens the scope of who falls under the re-employment rules. Please watch for the official notice of the change that will be coming from the Ontario Teachers' Pension Plan.
- Of particular note is the change regarding the Ministry of Education. Formerly, only those who taught for the Ministry were included under the re-employment rules. As of September 2010, retirees signing contracts to work for the Ministry in any capacity will need to comply with the re-employment rules as well. The definition also clarifies what kinds of employment relationships are covered.

THE 95/20 RULE IS RETIRING - A NEW SINGLE LIMIT WILL APPLY

- Beginning September 1, 2012, all retirees will be subject to a single limit as to the number of days they may work. The 95/20 rule will be "retired." The new limit will be 50 days for everyone, irrespective of your number of years of retirement.
- If you're already retired and still within your three years of 95 days, you'll be able to complete however many years of 95 days you have left - provided that you do so prior to September 1, 2012.
- If you're already on the 20 day limit, you will see that limit rise to 50 days as of September 1, 2012.
- If you retire *between now and September 1, 2012*, you will be able to work 95 days in the 2010-11 and/or 2011-12 school years, but will have the 50 day limit applied thereafter.
- From September 1, 2012 onward, *every retiree* will be permitted 50 days of re-employment in each school year. The limit of 50 days will be reviewed during the 2014-15 school year.

The same rules will apply concerning suspension of your pension the month *after* the month in which you exceed the new 50 day limit.

EMPLOYERS WILL REPORT YOUR RE-EMPLOYMENT

Beginning September 1, 2012, all employers will report your employment to the Ontario Teachers' Pension Plan. While you still need to keep track of your days worked, this change should help ensure that retirees don't inadvertently exceed the re-employment limits. It will also provide a more consistent approach with respect to re-employment for all members. This data will aid the Ministry and OTF in their review of the limits scheduled for Spring 2015.



**TEACHERS'
PENSION PLAN**

**OTPP BUY BACK RULES ARE CHANGING
Enhancements Coming September 1, 2010**

1. Payment Flexibility
2. No Interest until leave ends
3. Pregnancy & Parental Leaves
4. Cost Stability
5. Full-time Credit



*For more information on these topics please, contact Marina Howlett, 519-836-8585
or visit www.otpp.com*