

Currently Speaking

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PRESIDENT'S MESSAGE



Dear UGOT member,

I cannot believe the year is almost over. I have been very busy as I am sure most of you have been. This year has been a great success. I am particularly pleased with the professional learning opportunities offered throughout the year. We surveyed you early in September. We got a huge response and I think we delivered. We had a successful Fall General Meeting and Annual Meeting. Read the rest of the newsletter for details. We also offered many Social opportunities such as our welcome BBQ, which we will offer again next year. Our committee is already making plans for September. It will be spectacular. I can't give you details but I can assure you that there will be practical things that will make your job easier. We will continue with Mingas. I also thought we could support our Guelph Storm by taking in an OHL hockey game. If there are any ideas you have for a social gathering, please let me know.

Next year will be a challenging one.

- We will be negotiating a new collective agreement. That will take up most of my efforts.
- I am also working on a local policy handbook. Your executive does a lot of great work on your behalf and I thought about putting all those meeting motions together and creating a handbook out of it.
- I also plan on putting together some information regarding school board and ministry policies and outlining how occasional teachers are impacted by these and what our responsibilities are.
- We will continue to offer professional learning opportunities.
- We will also continue to meet monthly to have our executive meetings. That is where the bulk of the planning and decision-making takes place. All the meeting dates will be listed on our website and any of you are welcome to attend. Please let me know in advance so that I can photocopy any materials you will need and for meal

preparations.

- Several of your executive members, including me, will be attending the ETFO Annual Meeting over the summer. There we will decide on resolutions which help make your Federation better.

ANNUAL MEETING

Our Annual Meeting was held at the Marden Community Centre on May 31st, 2012. It was very well attended. Thank you to all those members who came out. From



the feedback I received, everyone was very pleased. We began the meeting with some housekeeping items which included the minutes from last year's meeting and our proposed budget for next year. We are fiscally sound, due to the diligence of your executive.

Constitutional Changes:

We then proceeded to make changes to our Constitution. Constitutional changes can only be made at an Annual or General Meeting with a 60 day prior notification to the membership. Constitutional changes also require a 60% majority vote of members present at an Annual or General Meeting. The most notable change was the term of office for your executive. We went from a one year term to a two year term. The slate of officers was presented.

New Executive:

President -	Andrew Aloe
Vice-President -	Marina Howlett
Treasurer -	John Ritchie
Secretary -	Donna Henderson

Collective Bargaining/Executive Liason -
 Barb Walkey
 Executive Members - Carol Waffler
 Julie Birken
 Charlene Martin
 Rob Robson
 Jacquie Gray
 Mary-Kathryn Barbier
 Mark Kidd

We did not need an election because three executive members have stepped down to allow for new members to get involved. Ted Pritchard, Ralph Rainford and Ruth Tomlins will continue to attend meetings and volunteer when they can because they are such classy people. Their dedication, leadership, and passion have helped create a cohesive, well-knit executive. We are very lucky to have them.

Preliminary Submission:

Our next agenda item included a presentation of our Preliminary Submission. This is a document that outlines all the proposals and improvements your Collective Bargaining Team has put together. Jim White, the ETFO Collective Bargaining Staff Coordinator, presented the document. Jim, along with your CB team, Marina Howlett, Ted Pritchard, Barb Walkey, Carol Waffler and I, have been working on this since January. Many of our members, especially our younger members, asked excellent questions during the presentation. This made me extremely happy because they were concerned and motivated to learn more about our working conditions. Once the presentation was complete, we unanimously voted to accept the Preliminary Submission.



The guest speaker, James McCormack, ETFO Vice President, was introduced and he gave us some insight into what is happening provincially. The political climate is not making it easy for us to bargain in good faith. He recapped what has been happening so far and he also described the challenges ahead. His message to members was, **“It isn’t going to be easy”**. He asked

everyone to think about what they were willing to do to ensure teachers are respected. Are we going to be active or are we just going to take what the government is offering? Grid freezes and strips to the contract, including sick leave, will happen if we sit idly and accept them. He also said that solidarity was important. We need

to stick together.

Prizes:

I gave the closing remarks and then we gave away some great prizes. All the proceeds are going to Big Brothers and Sisters in Fergus. Among the prizes were a Kobo reader, an ipod shuffle and many other awesome gifts. There were 21 prizes in all and some great giveaways. We adjourned the meeting and enjoyed a wonderful meal. Thank you to Richard Patterson who invited the Librarians working beside us to join us for dinner. He had been over there and, in the spirit of solidarity, offered them a meal. They have helped us when we were in need in the past. Thank you, Richard.

Scavenger Quiz Responses:

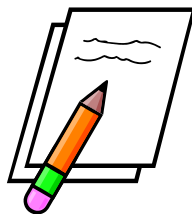


At our Annual Meeting, I presented Allison Miller with \$100.00 worth of gift cards for successfully answering the quiz I gave you in our last newsletter. Members at the meeting wanted me to publish the answers so here they are:

1. **The two teachers unions that came together** to form ETFO were: The Federation of Women Teachers’ Associations of Ontario (FWTAO), and the Ontario Public School Teachers’ Federation (OPSTF).
2. **2005 slogan:** “There’s no substitute for a substitute teacher.”
3. **3 bargaining goals:**
 Negotiate experience credit to include all occasional teaching work.
 Benefit improvements
 Real salary increase
 Paid professional learning
 Capped list
 Priority hiring for LTO and Contract positions
4. **Preliminary Submission:** The union’s initial set of bargaining proposals tabled with management during a round of collective bargaining
5. **Collective Bargaining:** Method of determining wages, hours and other conditions of employment

through direct negotiations between the union and employer. Normally the result of collective bargaining is a written collective agreement which covers all employees in the bargaining unit, both union members and non-union members.

6. **3 book titles in the video:** Initiatives, Testing, and Curriculum
7. **Andrew's Significant Bargaining Achievement:** "LTOs being hired off the list"
8. **Current Collective Agreement expiration:** August 31st, 2012
9. **#6 down on crossword** (maximum number of supervision minutes required in 30 locals): eighty (80)
10. An occasional position becomes an **LTO on the 12th day** of the same job; pay is retroactive to day 1 to reflect the new pay level as an LTO.
11. The school must give notice to the OT by **8 p.m. the previous day** of an assigned job cancellation.
12. This question was answered correctly but I can't publish it here because then everyone will know our login information.
13. We are currently in the **7th school year** of newsletters posted on the website.
14. Our Annual Meeting is being held at **Marden Community Centre on May 31st at 4:45 p.m.**
15. Teachers won the **right to collective bargaining and strike** in 1975, following an illegal strike in 1970.



HOW DID YOU DO?

LTO ASSIGNMENTS



There was a question raised at our Annual Meeting regarding the end date of an LTO assignment. Many of you applying for LTO positions are told when the assignment begins and when an assignment ends. Sometimes the

Occasional Teacher isn't told the end date because the Board doesn't know when the Contract Teacher who the LTO is replacing is returning to work. In our Collective Agreement, Article 16:03 states:

The Occasional Teacher shall be notified of the starting and ending dates of the long term assignment, where available, prior to the commencement of the assignment.

If the employer doesn't give you the end date to the assignment, that is still acceptable under this clause of the agreement. What this means to the Occasional Teacher is stated later in the article:

In the event that the teacher being replaced returns prior to the anticipated date of return, the Occasional Teacher shall be terminated with (4) school days' notice or pay in lieu of notice.

In the case where you accept an LTO and don't know the end date, you are still covered under this clause. When the principal comes to you and says that the teacher is returning, you still have (4) days of pay coming to you at the LTO rate. Sometimes the returning teacher doesn't want to work with the Occasional Teacher and that is fine; you will still be paid for the (4) days. If you are not given four days notice and/or not been given four days pay in lieu of notification, contact me immediately so the situation can be corrected.



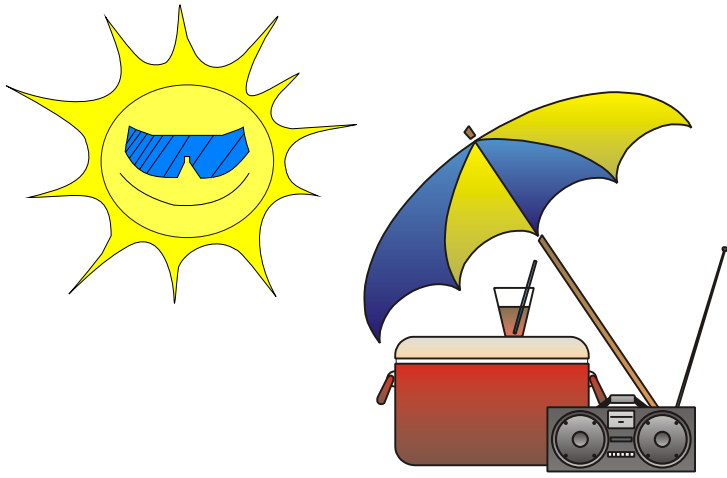
Andrew Aloe

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HEALTH AND SAFETY

A major focus for the UGDSB Joint Health & Safety Committee this past year has been the creation and implementation of policies regarding workplace violence and harassment.

Changes to the Ontario Occupational Health and Safety Act (OHSA), effective June 15, 2010, were brought into force to impose new obligations on employers with respect to workplace violence and harassment. Employers are now required to devise workplace violence and harassment policies, develop and maintain programs to implement such policies, and engage in assessments to measure the risk of workplace violence. Employers must also provide information and instruction to workers on the contents of these policies and programs. Occasional teachers will be receiving information regarding the UGDSB's Workplace Violence and Safety Policy in the fall. You will be notified of details in our newsletter and an e-mail.

Additionally, the Joint Health & Safety Committee has been devising a method of notification of risk of violent behaviour that will be accessible to all staff in a central location, most likely the school office. This will allow our members to review important information regarding students, parents, and workers prior to the commencement of the day. It will include information on potential triggers and steps to take in the event of a possible violent situation.

Jacqueline Gray

PROFESSIONAL LEARNING

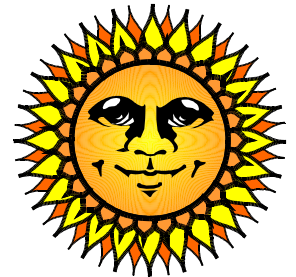


ETFO offers online AQ courses. You need to register quickly because a lot of teachers are trying to get additional qualifications so that they can improve themselves as teachers but also because of the concerns of being frozen on the grid. ETFO has summer courses abroad. ETFO AQ courses are developed by teachers for teachers. Find out more at www.etfo-aq.ca.

ETFO also offers courses over the summer called Summer Academy. These are affordable 2-3 day workshops on various teacher topics. For complete listings, go to the ETFO website. Also, we are offering a Tribes training course. Many of you have already registered. For details, check our website, www.ugot.org.



Have a safe
and
restful summer!



U. G. ETFO Occasional Teachers' Local

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

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