

Currently Speaking

Office: 519-837-0090 ext. 402

Cell: 519-217-2704

Fax: 519-836-9759

www.ugot.org



PRESIDENT'S REPORT

I hope you had a great summer, despite the weather. I have just arrived back from the ETFO Annual Meeting in Toronto. I was not looking forward to it because of the budget. Going into the Annual Meeting, we were faced with huge cut-backs and a nagging deficit.

However, upon getting the first budget report, I was pleasantly surprised and applauded the incredible work our executive did to get a balanced budget. I was also pleased with the approach on the floor when debating resolutions because there was a considerable amount of care taken because of budget restrictions. It was kept very professional. We felt good about our collective efforts. Yes, it was an election year and we have a new president and executive team; the results will be talked about later in the newsletter. Right now I want to concentrate on budget.

There was talk about an increase in membership fees. According to our constitution, a deficit that is larger than 0.5% of budget will alert the union to a possible fee increase. Our general fund revenue shows a deficit of \$172 464 which is well within the 0.5%. It sounds like a huge deficit but, with an annual budget of over 45 million dollars, it is not.

I will highlight some of the changes affecting, and affected by, budget. It was thought that some of the Women's Programming would be negatively impacted by the deficit. I assure you that none of that money was affected and the Women's Programs remain strong.

- Take Back the Night Program was restored.
- Rep Council meetings went back to three meetings a year; the February Rep Council meeting was restored.

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

U. G. 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

- There will be no reductions in the number of delegates to Annual Meeting.
- The number of members in a standing committee was reduced by one and that will be done through attrition.
- We will continue to receive four editions of Voice but one edition will come from the Women's Program money and that issue will deal with women's issues only.
- The mileage allowance was reduced from \$.45/km to \$.40/km, a large savings to the budget.

As I mentioned earlier, we put forth a lot of effort to keep a balanced budget. Unfortunately, that meant many proposed worthwhile initiatives were not passed due to financial restrictions.

I hope you have a great start to the new school year. Please read the information in this newsletter on professional conduct and keep it in mind as you visit schools this year. If you have any issues or questions about professional conduct, do not hesitate to contact me.



Sincerely,
Andrew Aloe



When you get a copy of the new Collective Agreement, please browse through it and familiarize yourself with the table of contents and some of the clauses you feel apply to you.

While you are browsing, answer the following questions.

The first to submit all the correct answers will get:

- \$10.00 gift certificate from Staples *and*
- two signed Barbara Colorosso books on the topic “Bullying”.

E-mail me at: aloeristok@distributel.net.

1. How many consecutive occasional teaching days do you need to work before it becomes an LTO? (When it becomes an LTO, it is retroactive to day 1.)
2. When may a teacher request a letter of reference from a Principal or V.P?
3. When can adverse material be removed from an occasional teacher’s personnel file?
4. What percentage of the board’s FTE is the Occasional Teacher limited to and when does that change?
5. At which step of the grievance procedure is an arbitrator brought in?
6. How many paid days will an LTO be granted if required to complete report cards?
7. How are sick days allotted to an LTO position and what is the maximum number of days?
8. By what time must a cancellation of any pre-arranged assignment be made, for an occasional teacher not to be compensated?

9. How many consecutive days must an O.T. work to qualify for extended health and dental benefits?

10. In policy 411, how many days leave may be granted for bereavement?

Good Luck and I look forward to your submissions.

ETFO ANNUAL MEETING 2009

Report from the 2009 ETFO AGM

by Donna Henderson



I attended the 2009 ETFO Annual Meeting as an Alternate Delegate. That is a busy role as I stepped into the voting position when, and if, any of our three Delegates had to leave the meeting floor. I also ran errands for the delegation.

The business is broken by interesting guest speakers who touch the emotional or political hearts of the ETFO members in attendance.

Three of those speakers were Andrea Horwarth, the new NDP Leader; Gord Martineau, a spokesman for the Herbie Fund; and Mary Lou Donnelly, the new CTF President.

Andrea Horwarth gave a vocal endorsement of the busy role and stresses a classroom teacher faces (not just from the students). She understands that Government mandates imposed by the party in power have an enormous effect on our teaching environment.

Gord Martineau outlined the history of the Herbie Fund and his role in making the public aware of the contribution that this Fund can make to the life of a child in physical need. We, on the floor, made donations on the spot that were matched by ETFO.

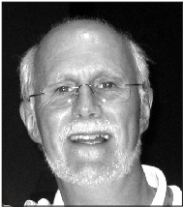
Mary Lou Donnelly brought greetings from CTF and discussed her role and our role as Teachers. All of us working together can make the teaching profession a value for generations to come.

The ETFO Annual Meeting renews a member’s interest in the policies and directions set up by our Federation.



AGM REPORT

by Ted Pritchard



Andrew asked me to write about the party aspects of this year's Annual General Meeting (A.G.M.) over the August 17th to 20th period at the Sheraton Conference Centre in Toronto. I do so reluctantly, in case I am

perceived as the shallow person I truly am, but if my President requests it, who am I to quibble.

This year is an election year for the fourteen members who sit on the ETFO executive and this means Hospitality Suites for each of the twenty some odd candidates (plus some candidates who aren't so odd). This year, the Hotel insisted that there couldn't be more than one Hospitality Suite on any one floor and this meant, by someone's twisted logic, that over twenty floors of non-teacher hotel attendees were sleep-deprived over the week. It certainly made things interesting for hotel service staff and security.

For those who don't know, Hospitality Suites are rooms in which you promote the merits of your supported candidate to other ETFO members through debate, live and/or canned music, entertainment, refreshments and social interaction. All the Occasional Teacher Locals combine to produce what is generally accepted as the best Hospitality Suite (Mardi Gras theme) by an unbiased poll of suite attendees. We pool our money and other resources to host this suite and shamelessly promote the two candidates who come from Occasional Teacher Locals and candidates from Teacher Locals who are considered to be friendly to Occasional Teacher issues.

Again this year, the Upper Grand Local worked as part of the election team for Diane Dewing, the President of the Upper Canada Occasional Teachers' Local running for the position of Female Executive Member. For me, this entailed helping set up a candidate display bulletin board/table, giving out political propaganda pamphlets at the end of the daily work sessions and shepherding Diane through the minefield of the other many hospitality suites from 9:00 p.m. to 1:00 a.m. on Monday and Tuesday. This gave me the opportunity to sample most of the Hospitality suites (tough job but ...). The Upper Grand OT delegation supported Diane and kept her focussed on the issues to ensure her re-election. I also had fun being a bartender at the Occasional Teacher suite on two different evenings for hour-long shifts. In addition, after a long work/meeting day, I had

time to sample the karaoke bar managed by the Elementary Teachers of Toronto Local. It never ceases to amaze me how otherwise sane and sedate teachers will stoop to new low levels of self-humiliation in the name of imitating Celine/Madonna or Michael/Bruce. Where are the music teachers when you need them? There was also a reception at which the Honourary Life Members were recognized and honoured for their longstanding commitment to ETFO. There was dancing available at a discothèque and a formal dance for the fleet of foot.

There was a great deal of work accomplished at this year's AGM, but it was also one of the most entertaining that I have attended over the last 6 years. I highly recommend this venue to our OT members. Get to Andrew early in the year for an invite to the 2010 edition.

2009 - 2010 Priorities of the Elementary Teachers' Federation of Ontario

- To protect the collective bargaining rights of all members.
- To defend publicly-funded public education.
- To serve the needs of the membership.
- To provide for the professional development of members.
- To promote social justice in the areas of anti-poverty, non-violence, and equity.
- To support international assistance and co-operation.
- To promote the care and protection of the environment.
- To actively engage members in the Federation.
- To promote and protect the health and safety of members.



PROVINCIAL EXECUTIVE 2009 - 2011

President - Sam Hammond, *Hamilton-Wentworth TL*
First Vice-President - To be elected by the ETFO Executive
Vice-President - Hilda Watkins, *Greater Essex County TL*
Vice-President (Female) - Susan Swackhammer, *Grand Erie TL*

OTF Table Officer - Rian McLaughlin, *Hamilton-Wentworth OT Local*

Executive Members

- Doug Cook, *Upper Grand TL*
- Mark Hachmer, *Trillium Lakelands TL*
- Mike Lumb, *Limestone TL*
- James McCormack, *Waterloo Region TL*
- Deb St. Amant, *Kawartha Pine Ridge TL*

Executive Members (Female)

- Adelina Cecchin, *Greater Essex County TL*
- Diane Dewing, *Upper Canada OTL*
- Rachel Gencey, *Durham TL*
- Maureen Weinberger, *Halton TL*

2009 - 2010 O.T. Rate of Pay

- Daily O.T. Rate of Pay:
(Certified) Sept. 1, 2009
Basic Rate: 204.83
Holiday Pay: 8.19
Combined Daily Rate: 213.02
- Emergency Supply Rate:
(Non-Certified) Sept. 1, 2009 \$138.00
- Long Term Occasional Rate of Pay:
Grid Rate based on Category Placement
and Years of Experience - Elementary
Teachers' Grid

N.B. Daily OT's who continue to work in the same teaching assignment for twelve days or more are paid Grid Rate. Grid Rate is retroactive to the first day of employment in that particular teaching assignment.

If you accept an LTO contract, please notify SMART-FIND of the dates you will be unavailable for Daily Occasional Assignments. This will alleviate the numerous calls you are likely to receive during the time period you are on an LTO contract.

Also, OT's are reminded to include date, school name, teacher's name and job confirmation number prior to presenting time sheets to the school secretary. If you are unsure of the name of the teacher whom you are replacing; please check the information on the website, or the SMART-FIND Telephone line (519-822-0255 or 1-877-797-7771) or ask the Secretary at the school. Timesheets need to be submitted to the office upon arrival at each school.

DATES TO REMEMBER

Federation Dates

Thurs., November 12, 2009.....**Fall General Meeting**
Time: 4:45 p.m. Location: to be announced
Thurs., June 3, 2010.....**Annual Meeting**
Time: 4:45 p.m. Location: to be announced

Executive Meetings September - December 2009

(January - June 2010 to be announced)

Wed., September 9, 2009.....Orchard Park
Wed., October 7, 2009.....Orchard Park
Tues., November 24, 2009.....Orchard Park
Wed., December 16, 2009.....Orangeville

Professional Development Days

Monday, September 28, 2009
Friday, November 20, 2009
Monday, February 22, 2010
Friday, April 30, 2010
Friday, June 4, 2010
Friday, June 30, 2010



Holidays

Dec. 21, 2009 - Jan. 1, 2010.....Christmas Break
March 12 - 19, 2010.....Winter Break
April 2 - 5, 2010.....Easter

Last Day of School for Students June 29, 2010

Pay Dates

September 18, 2009	March 5, 2010
October 2, 2009	March 19, 2010
October 16, 2009	April 1, 2010
October 30, 2009	April 16, 2010
November 13, 2009	April 30, 2010
December 11, 2009	May 14, 2010
December 24, 2009	May 28, 2010
January 8, 2010	June 11, 2010
January 22, 2010	June 25, 2010
February 5, 2010	July 9, 2010
February 19, 2010	

Website www.ugot.org



Please visit the website for current information, Professional Development opportunities, an Executive contact list, 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.