

It's Elementary

APRIL 2018

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-HP VP Pierre Martin (RIGHT) and 2nd VP Sarah MacKay (LEFT) wearing pink on April 11th in support of *Pink Shirt Day*.

New Member Social

May 11, 4:30 - 6:30 pm
(see page 5 for details)



Affiliated with the
Elementary Teachers' Federation of Ontario



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



ETFO, OSSTF file unfair labour practice complaints against Liberal Government

For Immediate Release – April 13, 2018

Toronto, ON – The Elementary Teachers' Federation of Ontario (ETFO) and the Ontario Secondary School Teachers' Federation (OSSTF) are filing unfair labour practice complaints with the Ontario Labour Relations Board against the Government of Ontario. The complaints detail how the Government discriminated against OSSTF and ETFO members when it:

- made payouts worth tens of millions of dollars to unions and employee bargaining agencies that did not challenge and, in fact, cooperated in the Liberals' agenda to strip education sector workers' collective agreements during the 2012 round of education sector bargaining under Bill 115;
- engaged in coercion and reprisals, and discriminated against ETFO and OSSTF members because their unions successfully challenged the violation of their members' constitutionally protected rights under Bill 115; and
- bargained in bad faith during 2014 education sector negotiations by consistently representing that all four of Ontario's teacher unions would be receiving substantially identical financial settlements for their 2014-2017 collective agreements.

The Government's conduct only recently came to light when it confirmed that two of four teacher unions, as well as other employee bargaining agencies, will be receiving financial settlements from the province totalling tens of millions of dollars, essentially for their non-participation in the Bill 115 *Charter* challenge.

ETFO President Sam Hammond:

"ETFO's unfair labour practice complaint makes the case that these recent payouts are, essentially, very expensive thank you cards from the Liberal government to unions that agreed to major financial concessions during 2012 and gave public legitimacy to a law, Bill 115, that the government used to impose those same concessions on others. At the same time, the government refuses to offer a fair settlement to the members of ETFO, a union that challenged Bill 115 at every turn and sought to protect its members' *Charter* rights in court."

"The Government says its recent payouts are a safeguard against future constitutional challenges, but that story is a smoke-screen that evaporates under scrutiny. These financial deals, and the fiction spun to justify them, prove yet again how ethically challenged this Liberal government really is."

"In its complaint, ETFO is asking the OLRB to make the government produce all documents related to the payouts in question. We intend to shine a light on the unprincipled actions taken by the Liberals in advance of a provincial election."

OSSTF President Harvey Bischof:

"Bargaining is often a contentious and rough and tumble process, but both parties have to leave the table with their integrity intact for a deal to really be a deal. OSSTF/FEESO left the last round of central bargaining with our integrity intact. The government did not."

"Government negotiators insisted that no settlement was possible unless OSSTF/FEESO abandoned grievances for the recovery of lost pay due to frozen grid movement in the 2014-15 school year. Yet, somehow, after a round of bargaining in which the government insisted on identical financial outcomes for all unions,

OECTA's grid-delay grievances were explicitly allowed to live on. That's both unfair and dishonest, and that's why we're filing this complaint."

"We undertook and won a pivotal court challenge because our members' *Charter* rights had been violated by Bill 115. We are at a loss to understand why the government now feels an obligation to square up with unions that willingly signed onto an agreement, and whose members' rights were not affected by that legislation. But that won't stop us from pursuing justice."

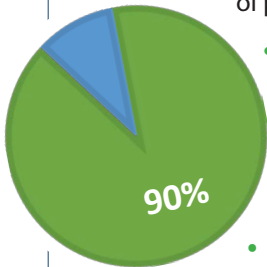
PRESIDENT'S MESSAGE:



All-Member Workplace Violence Survey

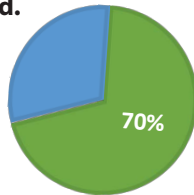
In the last newsletter, I reported on some of the alarming statistics in the ETFO Workplace Violence Survey which was completed by members last November. Since then, ETFO has been able to provide local results where a sufficient number of Local members had responded. In the case of HPEDSB, the Local results are even more alarming than the provincial results. Some examples:

- **Two-thirds of Local members reported that violence in schools has increased** since they began working (versus half of provincial respondents),

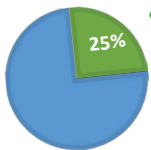


- **90% of Local members felt the severity of violence has increased greatly or somewhat** (75% provincially),
- **Is violence a growing problem?** Locally, almost **90% say yes**, provincially it is 74%.
- **70% of Local members feel that school administrators do not take the problem as seriously as they should.** (62% provincially)

- **57% locally have witnessed an act of physical force against another staff member. 65% have witnessed an attempt of physical force. 70% have experienced a threat. 44% have personally experienced an act of physical force** upon themselves. These local results are all **10% to 15% higher than provincial** results.



- On a scale of 0-10, fully **80% of Local respondents rated the measures taken to prevent a recurrence of violence on the ineffective side of the scale.**



- **25% of Local members who experienced an act of violence took time off** to deal with the **physical**, and more often, the **psychological/emotional** ramifications of the assault. Most of that time was **personal sick leave**.

- Members were asked if they did not report the violence, **why did they not report it?** **7% did not know how to, 25% did not know they had to, 10% were told not to, and another 10% were fearful of repercussions.**
- **Only 7% of Local respondents knew that an assessment of the risk of violence was completed in all cases. Half of the respondents simply didn't know if anything had been done.**
- **Half of Local respondents said that they had evacuated their classroom at least once during the previous year.**

Needless to say, these statistics are disturbing and a definite indication of the scale of the problem. I will be presenting these and other statistics to the Trustees and Senior Administration at the **May 14th Programming and Planning Committee public meeting**. The multi-year **ETFO Action on Violence in Schools campaign** will continue with another round of training for stewards on April 26th. All members should take time to watch the **series of videos** on Violent Incident and Safe Schools reporting on the provincial ETFO website: <http://www.etfo.ca/DefendingWorkingConditions/HealthandSafety/Pages/actiononviolence.aspx>

Members should review Board Procedures 421 and 378 regarding how and when to report. It is a member's legal duty to report all Violent Incidents and Safe School Incidents. If you have questions, please contact the Local Office or the chair of our Local Health and Safety Committee, Jason Surgent.

Elementary Spring Staffing Process

The Elementary Spring Staffing Process will soon be in full swing. School Administration placements are expected before the end of April, and teachers' "anticipated assignments" for 2018-19 should be known by May 15th. Members are reminded that **all Phase One, Two, and Mobility placements will be decided by the members of the Expanded Joint Staffing Committee with equal Board and Union representation**. If you are interested in a move, you might also want to investigate the possibility of a **Teacher Exchange**. Staffing details and timelines are posted on our Local website. The Joint Staffing Committee will be continuing discussions regarding issues related to **7-12 and K-12 facilities** (i.e. School Staffing Committees, steward representation, assigning of positions, etc.).

Dave Henderson
ETFO-HP President



**ALL
TEACHERS
MUST
REPORT**

**Accidents / Violent Incidents / Safe Schools Incidents
To their PRINCIPAL as soon as possible!**

TURN TO PAGE 6 FOR DETAILS →

COMMITTEE CORNER



STATUS OF WOMEN COMMITTEE

The *Status of Women Committee* will again be having a Silent Auction at the June *Celebration Dinner*. It is never too early to discuss a theme for a basket from your staff. All proceeds from the silent auction will go to support a women's shelter in our community. For more information contact Angela at statuschair.etfohp@gmail.com.

Chair: Angela Silver, Trent River



PROFESSIONAL LEARNING COMMITTEE

The *Professional Learning Committee* is excited to offer 2 workshops in the next few weeks. First, on April 30, there will be a painting workshop, *Just for Today I Am Creative*, offered by local artist Margie Phieffer at Foxboro Public School. As well, on May 16, ETFO will be sponsoring an *Outdoor Education Workshop* at Foxboro Public School. This will be an all-day event for 10 teachers. ETFO will be providing release time for members. Watch your non-board email for application forms for these events. Also, this year we have been able to support several members in their own learning through the *Choose Your Own PL Adventure* program. If you have a professional learning idea, look for our form on the ETFOHP website. We may be able to support your learning financially. If you have PL ideas for the future or would like to join the committee, please send an email to Jane at plchair.etfohp@gmail.com.

Chair: Jane Scanlan-Price, Foxboro



EQUITY AND SOCIAL JUSTICE COMMITTEE

The *Social Justice and Equity Committee* hosted its first annual *Positive Space Employee Social* at the Brake Room on April 5, 2018 - thanks to everyone who supported the event. ETFO will be marching in *Belleville's Pride Parade* on Saturday, June 9, 2018 and all are welcome to join in the festivities. Next fall, the committee is planning a poverty-based workshop for teachers that will focus on local issues in Hastings and Prince Edward County.

Chair: Ian McKendry, Tweed



NEW MEMBERS COMMITTEE

Happy Spring Everyone! I hope you enjoyed your report card writing Kit Kat bar that you received in February. There are a few ETFO activities coming up in the near future that I hope you take advantage of. There is a New Member social at the *Beaufort Pub* on May 11th, a bus trip to the *Tulip Festival* in Ottawa on May 12th, and a painting workshop (*date to be announced*). Those are a few of the activities coming up. Keep looking on your school's ETFO board for the posters with more information. Hope to see you at some of these events!

Chair: Sherry Simms, Trent River



POLITICAL ACTION COMMITTEE

The Provincial Election is on the horizon and the *Political Action Committee* is focused on keeping members updated on party platforms and local candidates. On March 20 and April 3, the Political Action Chair attended the Provincial Election Planning Meeting held at Federation House. The committee will be hosting all candidates meetings in 4 locations.

Chair: Danielle Saunders, Queen Elizabeth, Belleville



SOCIAL AND WELLNESS COMMITTEE

Please join us on the afternoon of Saturday, April 28th as we present the 5th annual *Wellness Day!* School Stewards can provide a ticket and only 1 is needed per family. New for this year is the opportunity to attend a free Yoga session! Just be sure to register with Sandy at ostf29@hotmail.com. On Saturday, May 12th, join us as we head to Ottawa for the *Tulip Festival* and some shopping! A flyer has been sent to each Steward, please check with them for details (see page 7). Our last event of the year is a *Voice Care* workshop on Wed. May 30th. A poster will be issued in the near future with details.

Chair: Derek Watt, Trent River



HEALTH AND SAFETY COMMITTEE

April 28th marks the *National Day of Mourning* for workers that have been killed, injured, or suffered illness in the workplace. Please take a moment on April 28th to remember these workers. For a list of *Day of Mourning* events please visit, *The Workers Health and Safety Centre* at <https://bit.ly/2HtFvak>. As teachers, we often think of our jobs as safe, however the number of teachers both locally and nationally that are being injured as a result of violent incidents or suffering illnesses related to the workplace are increasing. The *Local Health and Safety Committee* will be providing information to stewards and posting resources on the Local's Facebook page to honour this day.

Chair: Jason Surgent, Maynooth

Please Consider Joining One of Our Committees!

You may contact the chair or call the local office for more information.

Active Committees are essential in order for our local to be as vibrant as possible.



BUILDING BETTER SCHOOLS

Testing Rooted In Learning

Assessments created by teachers and early childhood educators look at all of the ways in which kids improve every day, and measure their progress in an ongoing way is better at preparing them for junior high and beyond.

It is time to move beyond the test-driven focus of EQAO assessments and redefine what success means for our kids between grades 3 and 6. The narrow focus on literacy and math skills has led to system fatigue and neglects the importance of well-rounded classroom learning. Educators — from classroom teachers to superintendents — are stressed. And so are students and it's not only staff who are calling for fundamental changes. There are alternatives to Ontario's testing regime. If the government is truly interested in improving the levels of student success, it should put its focus on supporting teachers' skills in ongoing classroom assessment rather than ineffective EQAO tests.

Article VIII, Constitution:
 "The Annual Meeting of the Local shall be held prior to May 1st each year"

ETFO Hastings Prince-Edward Annual Meeting

April 26th banquet centre
 belleville

constitution
 draft budget
 federation
 2018
 5:00 p.m.

treasurer
 released officers
 elect local
 your organization
 General Business
 annual reports
 new business
 auditor
 members
 attend
 amendments



General Business Session:

In accordance with Local Constitution, Article VIII, the Annual Meeting shall approve:

- amendments to the Constitution
- approve a draft budget for 2018-2019
- appoint an auditor
- elect the *President*, *1st Vice-President*, *2nd Vice-President*, and the *Treasurer* for 2018-2020 (5:45) (elections — timed event)
- receive annual reports
- undertake new business
- provide direction for the Local for 2018-2019

April 26th, 2018 · Banquet Centre · 5:00 p.m.

1 Alhambra Square, Belleville

RETIREMENT WORKSHOP



Dave Wing from Provincial ETFO speaking to members at the Pension & Retirement Workshop held at Quinte SS on April 4th.

ANNUAL ETFO HASTINGS-PRINCE EDWARD

Celebration DINNER

AT THE BELLEVILLE BANQUET CENTRE
ALHAMBRA SQUARE, BELLEVILLE

June 21st, 2018

Social 6:00 P.M.

Dinner 6:30 P.M.

Followed by Presentations,
Recognition of New Members,
25 year Members, and Retirees

Tickets: \$20

Retiring Members attend
as guests of the Local

RSVP
to your
School Steward
by June 11th

We hope to see you there!

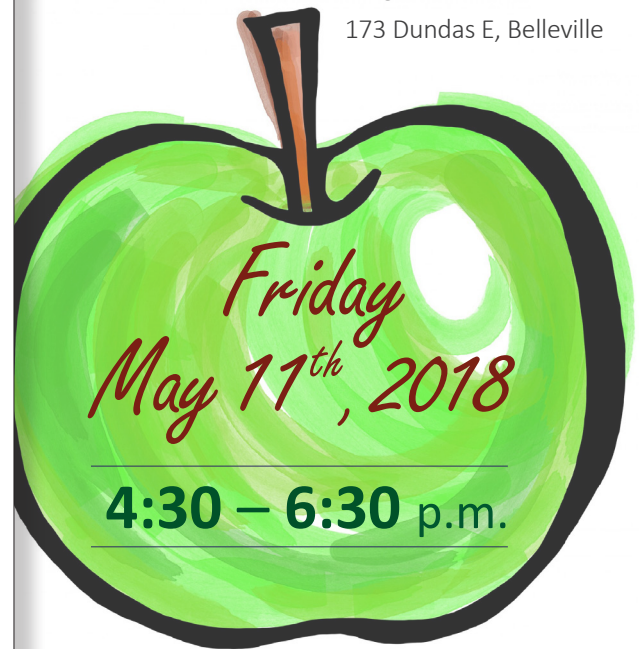


ETFO-HP NEW MEMBERS COMMITTEE
INVITES YOU

New Member Social

For New Members and A Guest
held at the *Beaufort Pub*

173 Dundas E, Belleville



Complimentary 1st Beverage for New Members
Complimentary Appetizers for All!

Draw for prizes

PLEASE RSVP by May 9th to
New Members Chair Sherry Simms:
newmembers.etfohp@gmail.com

Five clever car cleaning tips

Everybody loves a good *hack*—a little trick that makes your life just that much easier. That's why we've rounded up this list of car cleaning tips that are so clever you might actually look forward to cleaning your vehicle. Even better, these simple hacks involve ingredients and materials you probably already have at home.

As an education employee, you may be gearing up for a road trip once school's out for the summer. Why not try these cleaning tips to get your vehicle looking in tiptop shape before you hit the road?

To learn more, visit www.otipinsurance.com/article19



ALL TEACHERS MUST REPORT

Accidents / Violent Incidents / Safe Schools Incidents

To their PRINCIPAL as soon as possible!



Accidents / Violent Incidents

If you are reporting a **VIOLENT INCIDENT INVOLVING YOURSELF**, please complete the following **two** forms:

STEP 1 Form 421-1 (The Employee Accident/Violent Incident Report) This form can be found on the Board website:
 — select the heading “BOARD”, then under “RESOURCES” click on “Policies and Procedures”,
 — select “400 Personnel and Staff Relations”, then click on the “Procedure 421: Form 1F: Employee Accident Violent Incident Report” link. Here you will be able to open the pdf file to be filled in.

Please Note: This form should be faxed or emailed to the Board office within 24 hours or as soon as possible. **Please do not allow the principal to keep the form.** The principal is to sign the form and may add comments if they so wish. You may give them a copy of the signed form once it has been faxed or emailed. The principal will need a copy to complete the supervisor investigation form 421-2.

STEP 2 ETFO Online Form (ETFO Violent Incident Reporting Form) This form can be found on the ETFO-HP website at: www.etfohp.on.ca/accidentviolent-incident-reporting/



NOTE: If you are reporting an accident that occurred while at work, you only need to complete form 421-1. As well as faxing this form to Human Resources Support Services, please fax a copy to the Local office. (Fax: 613-962-4618)

If this **VIOLENT INCIDENT INVOLVES A PUPIL AND THE BEHAVIOUR OF THE PUPIL CAN LEAD TO A SUSPENSION**, you **MUST ALSO** complete form 378-15 (Safe Schools Incident Form).

STEP 3 Form 378-15 Your school should have pre-numbered copies of form 378-15 available to all staff

EXAMPLES

Incident A: A teacher slips and falls on ice while at work (Workplace Accident).
(STEP 1) Form 421-1 needs to be filled out. (see above NOTES)

Incident B: A teacher experiences verbal attacks from a parent.
(STEP 1 + STEP 2) Form 421-1 + ETFO Online Form both need to be filled out. (see above NOTES)

Incident C: An aggressive student kicks a teacher or threatens them harm.
(STEP 1 + STEP 2 + STEP 3) Form 421-1 + ETFO Online Form + Form 378-15 All need to be filled out. (see above NOTES)

Safe Schools Incidents

If you have witnessed a **SAFE SCHOOLS INCIDENT** such as: uttering a threat, swearing at a teacher or at another person in a position of authority, or bullying, then complete form 378-15 (Safe Schools Incident Form).

Form 378-15 Your school should have pre-numbered copies of form 378-15 available to all staff

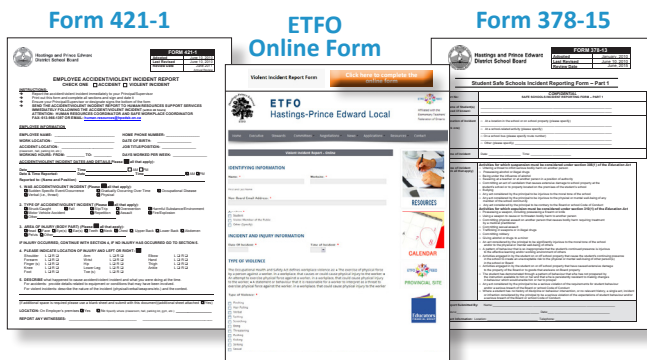
Safe Schools Incident Reporting:

If you have observed a pupil “behaving in a way that is likely to have a negative impact on the school climate”, a response is now **required** of you. The behaviour should be reported to the principal as soon as possible so that the principal can formulate a response. You are asked to complete a copy of form 378-15 Student Safe Schools Incident Reporting Form – Part 1 **on every occasion** when a report is made to the principal regarding student misconduct which can lead to a suspension or expulsion. Wherever possible, it is expected that the teacher will provide an **oral report** to the principal **at the earliest, safe opportunity**. The written report (Form 378-15) **must be submitted to the principal/vice-principal or teacher-in-charge when it is safe to do so and no later than the end of the school day**. Form 378-15 provides a list of activities for which suspension/expulsion must be considered. A copy of this form should be kept in a **Safe Schools Reporting Form Folder**. (to create your folder: download, print & fold the .pdf file from our website).

For your own protection, ETFO is advising members that the acknowledgement of receipt of a report (Form 378-15A Student Safe Schools Reporting Form – Part 2) that you receive from the principal, **when you meet to discuss the status of the investigation**, is a crucial document and should be kept in this folder.

EXAMPLE

Incident D: As a teacher, you witness a student violently striking another student, bullying, or, a student swears at you.
 These are all suspendable offences and the teacher must complete: **Form 378-15** (see above NOTES)



All of this information is on our website. Click the “Violent Incident / Safe Schools Incident Reporting” button on the home page: www.etfohp.on.ca



OSSTF District 29 Presents the
2018 KEVIN MANION MEMORIAL LECTURE

IMMIGRATION, REFUGEES & HUMAN RIGHTS



Understanding the changing landscape of Canada
A discussion placed in Canadian context with
Immigration Lawyer: **Chantal Desloges**

Visit Chantal's Bio at: www.chantaldesloges.ca

MAY 8TH, 2018

Belleville Public Library
in the Parrott Gallery 254 Pinnacle St. Belleville

Social **6:30** p.m.

Lecture **7:00** p.m.

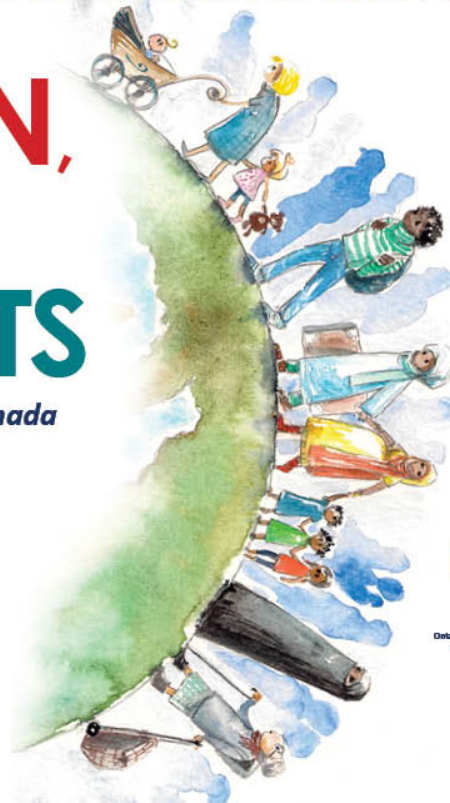


Ottawa Secondary School Teachers' Federation
District 29 Hastings and Prince Edward

Sponsored together with:



The Elementary Teachers' Federation of Ontario



FREE ADMISSION: Space is limited so please RSVP at:
tinyurl.com/Manion2018 to confirm your attendance!

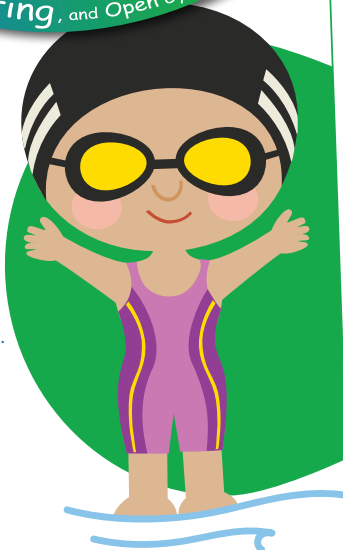
APRIL 28th, 2018

Wellness Day

Swimming, Skating, and Open Gym

at the
QUINTE
SPORTS & WELLNESS CENTRE
265 CANNIFTON RD.
BELLEVILLE

Participate in One Activity or All Four!
SKATING: 2:00 – 3:00 p.m.
GYM: 2:00 – 5:00 p.m.
POOL: 3:00 – 5:00 p.m.
YOGA (Adults only): 3:30 – 4:30 p.m.
Pre-Registration is required for Yoga:
RSVP to Sandy at: osstf29@hotmail.com



FREE FOR MEMBERS!
Family Passes will be available upon
request from your School Steward



NOTE: Daily ETFO Occasional Teachers, please email Cynthia Riddon: cynthoriddon@gmail.com



Saturday, May 12th

rain or shine



**OPEN TO
ETFO members**
(and their partners)

\$20 per person

RSVP by Monday, May 7th
to Derek Watt at:
social.etfohp@gmail.com

ITINERARY:

7:15 - 7:30 am	Boarding at Franklin Tours on Bell Blvd, Belleville
8:10 am	Pick up at Log Cabin Restaurant Hwy 7/Tweed (park on the west side, only!)
TBD	Coffee/comfort stop along the way
11:00 am	Drop off at Dow's Lake Pavilion for Tulip Festival
11:45 am	Drop off at Rideau Centre
12:00 - 4:00 pm	Flowers and shopping (bus to make trips back and forth)
4:15 pm	Pick up from Rideau Centre
4:45 pm	Pick up from Dow's Lake Pavilion
5:00 pm	Depart Ottawa Dinner stop in Carleton Place (30 mins)
7:30 pm	Tweed drop off
8:00 pm	Return to Franklin Tours for drop off



Brought to you by the
ETFO-HP Social Committee





Contract Teachers Town Halls



(LEFT/ABOVE) ETFO-HP REMs speak with members in Picton about the Spring Staffing Process and violence in the classroom.

(RIGHT) Belleville

Congratulations To:

- **Maria Harvey** (Foxboro) and **Tyler Harvey** (Stirling) on the birth of their son, *Benjamin T Gregory Harvey* on February 19, 2018.

Our Sincere Condolences To:

- **Tristin Gavin** (Kente/CML Snider) on the loss of her partner's father.
- **Andrew Clarke** (Harry J Clarke) and **Joanne Clarke** (Stirling) on the loss of Andrew's mother.
- **Dean Goodman** (PECI) and **Wendy Goodman** (Ed Centre) on the loss of Dean's mother.



JUNE 3-9/2018

A celebration of LGBTQ+ Pride in the Bay of Quinte!

Saturday, June 9 / 12 - 4pm

Saturday, June 9 / 8pm - 12am

Parade & Pride

In the Park

All Ages Event
Front St Downtown Belleville to West Zwicks Park, Belleville

PRIDE

After Dark

Lions Pavilion
West Zwicks Park
\$15 at the door / 19+ event

With special thanks to:



For a full listing of sponsors, visit bellevillepride.ca

THERE'S A WHOLE WEEK OF FESTIVITIES! FOR MORE DETAILS AND EVENTS VISIT BELLEVILLEPRIDE.CA



@BELLEVILLEPRIDE

Hockey Game Social



ETFO-HP Social Committee sponsored the Belleville Senators Game night!

ETFO Hastings-Prince Edward Teacher Local

www.etfohp.on.ca



FEDERATION HOUSE
114 VICTORIA AVENUE
BELLEVILLE, ON K8N 2A8

Phone: 613-968-3707 OR
Toll Free: 1-866-962-3836
Fax: 613-962-4618

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

