

# It's Elementary

SEPTEMBER 2015

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.



(LEFT TO RIGHT) Dave Henderson *President*  
Dianne Sedore-McCoy, *2<sup>nd</sup> Vice President*  
Pierre Martin *1<sup>st</sup> Vice President*

## Maternity Workshop

October 27<sup>th</sup> at  
Federation House  
(see pg 2 for details)

## Remember to VOTE!

Federal Election  
October 19<sup>th</sup>, 2015



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



## FEDERAL RIDING ALL CANDIDATES' MEETING

### BAY OF QUINTE

Wednesday, September 30, 2015

ESSROC CENTRE – WELLINGTON

7:00 - 9:00 P.M.

### HASTINGS — LENNOX & ADDINGTON

Thursday, October 1, 2015

STRATHCONA PAPER CENTRE – NAPANEE

7:00 - 9:00 P.M.

SPONSORED BY: TEACHERS FEDERATIONS (ETFO, OECTA, OSSTF),  
RETIRED TEACHERS OF ONTARIO, AND THE QUINTE LABOUR COUNCIL



[http://vox.ctf-fce.ca/?page\\_id=16334](http://vox.ctf-fce.ca/?page_id=16334)

**NOTICE:** If you have any questions that need clarification concerning ETFO's WTR status please do not hesitate to contact your Steward or the local office at 613-968-3707

Dave Henderson *President* x222, Pierre Martin *1<sup>st</sup> Vice President* x226  
Dianne Sedore-McCoy, *2<sup>nd</sup> Vice President* x228

## PRESIDENT'S MESSAGE:

### Phase 3 Solidarity



Welcome back to a new school year, and also a new phase in our current job action. Phase 3 of our Work to Rule became necessary when the government and OPSBA decided to short circuit their own process. In August, the Chair of OPSBA was against “cookie cutter” deals, and recognized that his negotiating team still needed to do some “heavy lifting” in negotiations with the other affiliates including ETFO.

A few weeks later, they decided that serving cookies was much easier than lifting weights, so a “take it or leave it” approach to negotiations suddenly became their new mantra. At the same time, they decided to bargain in the media by starting a whispering campaign about unreasonable ETFO salary demands.

This is nothing more than a classic divide and conquer tactic. Don't get sucked in! ETFO members should know the OSSTF and OEFTA deals are not the same, and the package that OPSBA and the government are determined we take is not the same either. No salary proposals were tabled by ETFO. The spin and deliberate falsehoods coming from the other side are designed to divide the ETFO membership from its leadership.

Our leadership has been firm that we are not willing to entertain strips, and that any final package needs to be tailored to the needs of elementary teachers in the public system.

Negotiations are never simple or short. The best way for us to get the other side to come back to the table is to demonstrate solidarity and keep the pressure up. Phase 3 is designed to make things uncomfortable for the other side, while continuing to minimize the impact on our students and classrooms.

All bargaining contains risks and uncertainties. But we can learn from the past if we think of the last round of negotiations. If ETFO had decided to take the same deal as OEFTA early on in the process, there would have been a negative impact on our sick leave and salary. By holding firm, engaging in legal one-day rotating strikes, and insisting on a better deal, the MOU which we eventually signed contained better provisions and the restoration of a 2% salary increase. This would not have happened without the solidarity of our members.

Remember too, that CUPE is about to enter another phase of work to rule. Please continue to support our fellow education workers as we all make our way through this unprecedented set of negotiations.

*Dave Henderson*  
ETFO-HP President



#### OCTOBER 27, 2015 AT 5:00 PM PREGNANCY-PARENTAL ADOPTION LEAVE INFORMATION SESSION

##### Light supper provided.

An information session for parents-to-be and their partners regarding Pregnancy and Parental/Adoption leaves will be held on May 26th. R.S.V.P. to:

[dsedore-mccoy@etfohp.on.ca](mailto:dsedore-mccoy@etfohp.on.ca) by October 19th, 2015.



Mileage may be claimed, that is above and beyond your normal day's driving, in order to attend.

Rights and  
Responsibilities

Collective  
Agreement  
References

Benefit  
Entitlements

Returning from  
and/or Extending a  
Leave

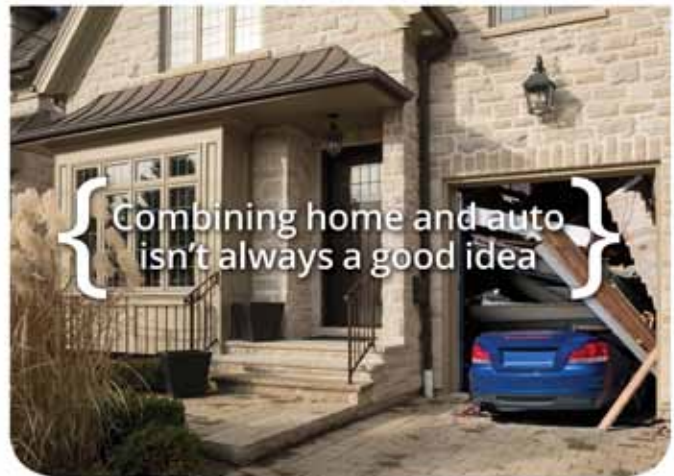
SEB plans, EI  
issues, paying your  
pension

FEDERATION HOUSE  
114 Victoria Ave  
Belleville

[www.etfohp.on.ca](http://www.etfohp.on.ca)

October 27, 2015  
5:00 pm

[www.otip.com/ETFO-HPE](http://www.otip.com/ETFO-HPE)



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## COMMITTEE CORNER



### STATUS OF WOMEN COMMITTEE

The Status of Women Committee is looking for additional Committee members to assist in organizing this year's activities. Members of the committee attended the annual Take Back the Night March in Belleville on September 17<sup>th</sup>. The Finding a Balance Women's Retreat will be held next April 9<sup>th</sup> and 10<sup>th</sup>. If you are interested in joining the committee, or have suggestions or ideas to support women in our community please contact the chair of the committee.

*Chair: Angela Silver, College St.*



### PROFESSIONAL DEVELOPMENT COMMITTEE

In June ETFO resources were distributed to 40 members which was funded by the PD Committee. If you are interested in joining the committee please contact the chair, Jane Scanlan-Price. If members have any suggestions for workshops they would like to see the committee undertake please contact the committee chair. The committee is also looking for members who would like to present workshops (ex. Arts, technology) to colleagues the committee is interested in hearing from you.

*Chair: Jane Scanlan-Price, Foxboro*



### EQUITY AND SOCIAL JUSTICE COMMITTEE

Equity will have their first meeting on Thursday, October 15<sup>th</sup> at 5pm, everyone is welcome to attend. Contact the chair of the committee for more information. The committee develops and implements programs to promote awareness and respect for human rights issues. The chair of the committee, Jade Holloway will be attending Provincial Leadership Training in Toronto.

*Chair: Jade Holloway, Queen Victoria*



### FIRST FIVE COMMITTEE

The First Five Committee is hoping that your year is starting off on the right foot. It is a busy time of year and it can be overwhelming. Remember to take time for yourself and ask for help if you need it. There will be a new member welcome later in the Fall, details to follow next month. Remember your union is there for you if you need them!

*Chair: Sherry Simm, Queen Elizabeth Trenton*



### POLITICAL ACTION COMMITTEE

PAC has been involved in organizing two all-candidates' debates in the local area, one in each of the new ridings of Bay of Quinte and Hastings-Lennox and Addington (see front page ad). All ETFO members are encouraged to vote in the upcoming federal election on Oct. 19<sup>th</sup>. At the Annual Meeting in August, a motion was passed that ETFO endorse the NDP. But, of course, individual members must make up their own minds as to which candidate or party to support. Please consider making a donation to a campaign, and take advantage of the Advance Polls on Oct. 9-12. In light of our success last spring in shutting down EQAO, don't forget that our Local operates the EQA No website outlining the insidious nature of high-stakes testing in Ontario. [www.eqano.ca](http://www.eqano.ca)

*Chair: Ian McKendry, Pinecrest*



### SOCIAL AND WELLNESS COMMITTEE

The Social and Wellness Committee is planning to organize a Fall Wine tour in Prince Edward County (details to be announced soon). An evening at Pinnacle Playhouse is being planned for February, and the Annual *Wellness Day* for members and the families will again be held in May. The next meeting of the Social and Wellness Committee will be held on Tuesday October 6<sup>th</sup>, 4:30 at the Beaufort Pub. If you are interested in joining the committee please contact the chair.

*Chair: Derek Watt, Tweed.*



### HEALTH AND SAFETY COMMITTEE

Stewards have received an updated copy of the Incident/Accident poster for the ETFO Board and a pamphlet containing the same information was distributed to each member. Please take a few minutes to read the information and to locate where each form is in your building. The Health and Safety Committee meets the last Wednesday of each month. If you are interested in joining the committee please contact the committee chair.

*Chair: Jason Surgent, Maynooth*

**Please Consider Joining One of Our Committees!**



**FOR WYNNE WEDNESDAYS**

**Congratulations To:**

- **Denise Culbert** (Prince of Wales) and **John Enright** on your marriage this past July.
  - **Allyson Yee** (Birds Creek) who married **Brad Bessin** on May 30.
  - **Sarah Baily** (Prince of Wales) who had a baby boy, **Austin** born in July.
  - **Melanie Howard** (V.P. Carswell), who had a baby girl, **Georgia Estelle**, born on July 20.
  - **Ashley Elliot** (V.P. Carswell), who had a baby girl, **Clara Jordan**, born on August 13.
- Kristie** (Queen Victoria School) and **Travis Lawrence** (Foxboro P.S.) who welcomed baby girl, **Mackenzie Kay Lawrence**, on May 13, 2015.

**Our Sincere Condolences To:**

- **Julie Hymus** (QEP) on the loss of her father.
- **Jeff Stone** (Harmony) on the loss of his son-in-law.



◀ Prince Of Wales

Sophiasburgh ▼



▲ Birds Creek



**ETFO Hastings-Prince Edward Teacher Local**

[www.etfohp.on.ca](http://www.etfohp.on.ca)



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BELLEVILLE, ON K8N 2A8

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

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Up-to-Date Calendar of Events  
<http://www.etfohp.on.ca/resources/calendar/>

