

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, *2nd Vice President*
Pierre Martin *1st Vice President*

Maternity Workshop

October 27th at
Federation House
(see pg 2 for details)

Remember to VOTE!

Federal Election
October 19th, 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

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 *1st Vice President* x226
Dianne Sedore-McCoy, *2nd 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 OECTA 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 OECTA 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 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

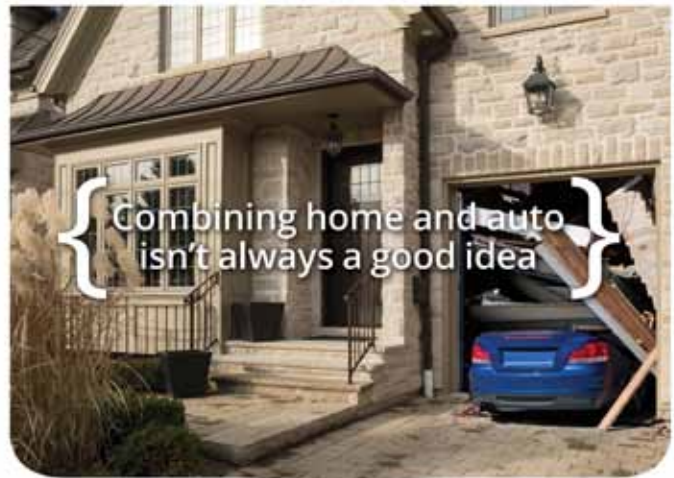
SEB plans, EI
issues, paying your
pension

FEDERATION HOUSE
114 Victoria Ave
Belleville

www.etfohp.on.ca

October 27, 2015
5:00 pm

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 17th. The Finding a Balance Women's Retreat will be held next April 9th and 10th. 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 15th 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. 19th. 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

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 6th, 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



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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/>

