

**Special points of interest:**

- President's Message
- Provincial Framework Talks
- PD Opportunity on January 21st
- November Executive Meeting
- Phone Tree
- Tutoring Positions Available
- Know Your Collective Agreement

# MEMO

**ETFO President David Clegg will be coming to Sault Ste. Marie on the afternoon of Friday, January 16th, in order to speak with members of both the Algoma Teacher Local and the Algoma OT Local on the issues arising from bargaining. Plan to be there! Contact Algoma OT President Peter Mead for details.**

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## Algoma District Occasional Teachers' Local

### President's Message

If you feel that you are getting very few calls for OT work and that this year has been the worst in terms of call-outs, you are most certainly not alone. Over the past four months, I have had frequent calls from members concerned about the lack of available work and feeling pressured to find other sources of income. The only way that we can make a change in this situation is by addressing it through our Collective Agreement.

One of major OT bargaining goals of ETFO Provincial is the establishment of "capped lists" - that is, limiting the number of people

eligible for the OT list, thereby increasing the amount of work available to each member. Considering the limited amount of work available to Algoma members, this will be a major issue of discussion during negotiations.

On December 1st, our Algoma OT Collective Bargaining Team met with bargaining representatives of the ADSB, exchanged preliminary submissions and clarified points regarding major bargaining issues. Our next round of bargaining talks is scheduled for late January or early February. We will keep you updated as events unfold.

*~Peter Mead, President*

### What Happened with Provincial Framework Talks?

If you have been following media reports in recent months, you already know that ETFO has been embroiled in ongoing discussions regarding establishing a new Provincial Framework for Collective Bargaining. During our last round of negotiations in 2004, a Provincial Framework agreed upon by the Ministry of Education and the Federations was a very efficient process for negotiations, as we controlled the collective agreements and the Ministry controlled the funding.

However, during this round of negotiations regarding a new Provincial Framework (2008), ETFO has not been dealing directly with the Ministry of Education. Instead, the Ministry invited the Federations to negotiate with representatives of the Ontario Public School Boards Association (OPSBA), a body which is not legally recognized, has no real power and does not control education funding. The framework promoted by OPSBA was rejected by ETFO as it focused on strips to collective agreements across the province, particularly in the area of benefits, control of teacher time and increased supervision. Although OECTA and AEFO signed onto this framework by the

end of June, 2008, and OSSTF signed on just before the November 30th deadline, ETFO has remained steadfast in refusing to sign a framework that undermined the improvements in our working conditions that took over 20 years to negotiate.

In an effort to facilitate an agreement, the Ministry of Education extended the deadline to December 5th and invited ETFO and OPSBA back to the bargaining table. By midnight of November 30th, "ETFO had secured the government's blessing on a financial proposal that ETFO could table before OPSBA...The government was prepared to accept the deal if OPSBA said 'yes'." Despite the fact that ETFO proposed a reasonable four year agreement within the Minister's financial parameters—moderating the "Close the Gap" goals in consideration of these difficult economic times and proposing a 0% salary increase in the fourth year of the agreement in order to finance improved working conditions and save jobs—OPSBA refused to sign this offer. As a result, Provincial Framework Talks concluded without an agreement.

*"We did everything in our power to achieve an agreement...But at the end of the night, it was obvious that OPSBA representatives had absolutely no intention of doing what is best for student learning. In this toxic environment, it was impossible to achieve a deal."*

*~ David Clegg, ETFO President*

## January 21st

Algoma OT Members are invited to participate in PD sessions offered through the Algoma Teachers' Local on Wednesday, January 21st, from 4:30 to 6:30. Workshop choices include fun with history, the FSL AIM Program, working with Microsoft Publisher, teaching creative dance and examining equity and social justice issues. If you are interested in taking part in this Professional Development opportunity, contact Algoma OT Vice-President Elsa Shelswell by phone at (705) 782-6923 or by email at d.shelswell@sympatico.ca.

*Best Wishes of the Holiday  
Season to All of You*



*From Your  
Algoma OT  
Executive*

## Executive Meeting—November 22nd, 2008

Present: Jeanette Cowan, Peter Mead, Angela Plaunt, Elsa Shelswell

Absent: Kathleen Labbe

Items under discussion:

**Job Postings**—There have been a number of complaints regarding job postings that appeared in the schools but not on the ADSB website. I spoke with Lu Reece about this situation and it has now been rectified. However, we continue to monitor this closely.

**Collective Bargaining**—see articles on p. 1

**Professional Development**—see article above

**Phone Tree**—see article below

**Tutoring**—see article below

**Website**—Now active—we are in the process of inputting information

**Santa Fund**—We have made a donation of \$100 on behalf of our Algoma OTs

**Pub Night**—We are in the process of working with Units of the Teacher Local to organize a Pub Night for Thursday, January 29th, 2009. More information to follow.

Next Executive Meeting: February 2009

## Phone Tree

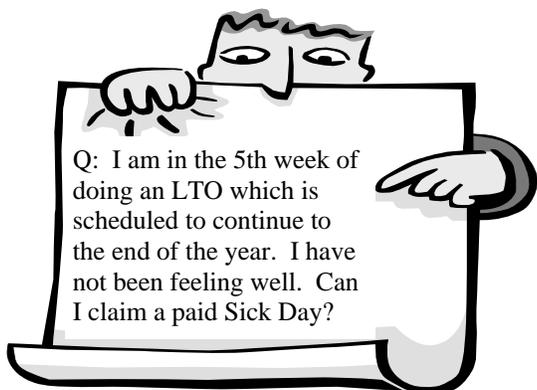
During these turbulent times of Collective Bargaining, we need to be able to get in touch with members on short notice and to keep you informed about major issues such as strike votes, tentative agreements, etc. In order to enhance communication with our OT membership, we have developed a Phone Tree which divides the membership into groups that will be contacted by members of the Executive and volunteers.

Special thanks to the Executive members and volunteers who have offered their help in making this a success.

## Tutoring Positions Available

The Board receives a number of calls each year from parents who would like to have their children tutored. If any of our members are interested in providing this service, please phone me at (705) 257-0556 or email me at meadp@yahoo.com so that I may develop a list of possible tutors for elementary age students. It is important to remember that tutoring is completely independent of the ADSB and ETFO; in other words, you are not covered by the Board or ETFO in any way while fulfilling tutoring responsibilities.

## \*\*\*\*\*Know Your Collective Agreement\*\*\*\*\*



A: No, you have not yet accumulated sick leave credit and, therefore, you cannot claim a sick day with pay. If you require time off for health reasons at this point in your LTO, you would be docked a day's pay for each day absent.

**Article 22** of our Collective Agreement [CA] outlines our **Sick Leave Policy:**

**22.1** We do not accumulate sick leave credit until we have completed 60 teaching days of an LTO position. Following this required 60 teaching day period, we begin to accumulate 2 days sick leave credit for every 20 teaching days in the same LTO assignment.

**22.2** Accumulated sick leave can be carried over from one LTO assignment to another only if the second LTO assignment occurs within 5 days of the previous LTO assignment.