

President's Message



Negotiations Update

Last week, all members received a letter from President Emily Noble. In her letter, President Noble provided an update on bargaining across the province and on ETFO's efforts to achieve 200 minutes of preparation time per week for every elementary teacher. To that end, timelines have been established as part of the bargaining process. November 2004 was set as the date for locals to file for conciliation.

Conciliation: In Takeover Bulletin #2, you were informed that our local filed for conciliation on November 30th. Your negotiating team will continue to meet with the Board (our next dates are January 18 and 25), and the conciliator may act as a mediator in order to assist the parties in reaching a settlement. Should this be unsuccessful, either party can then request a "No Board Report" from the Ministry of Labour.

Strike Vote: Sixteen days following the issuance of the "No Board Report", the Union is in a position to strike and the Employer can lock out the teachers. *A strike vote must be taken by the Union prior to any form of work withdrawal taking place.* Strike votes will be taken in all ETFO teacher locals throughout the months of January and early February. **A STRIKE VOTE FOR THE DURHAM LOCAL WILL TAKE PLACE ON MONDAY, FEBRUARY 7, 2005, AT THE OSHAWA CIVIC AUDITORIUM.** Watch for further details about this event early in the new year.

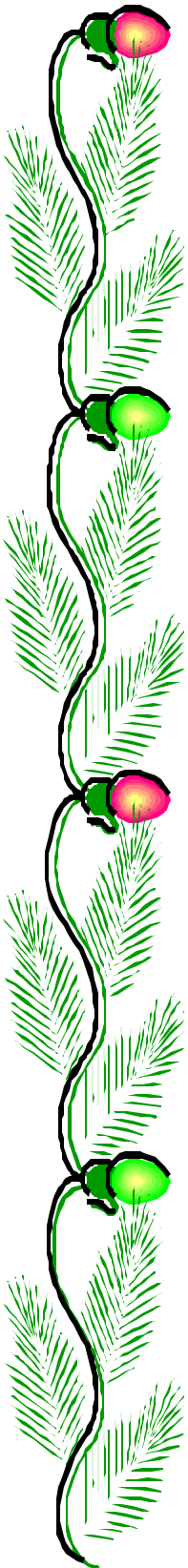
On the Horizon: Due to the many important issues the negotiating team has tabled and the current legislative requirement for a three year agreement, it appears unlikely that a settlement will be reached in the near future. Members are advised to carefully review any future commitments that would involve time outside of the instructional day or be of an extra-curricular nature. These activities might be placed in jeopardy should the Local pursue any form of work withdrawal. Activities such as class excursions or graduation trips planned for the spring should be discussed well in advance to determine whether or not they should occur, and if so, should include a contingency plan should teachers not be able to participate. All staff involved, including administration, should be a part of these decisions.

Stay Informed: In this crucial bargaining year, it is important for ETFO members to be informed and involved. Workplace Stewards will be attending regular meetings, beginning on January 6th, and will be sharing the information from these meetings with you - be sure to support your Steward by attending school meetings! You will also continue to be kept informed through Takeover Bulletins, newsletters, and local meetings. All materials sent to schools are also posted on our local website (www.durhametfo.ca) in the member-only section.

Your Support is Needed: Collective bargaining is vitally important, as it can greatly impact on your working conditions. Your negotiating team recognizes the increased demands placed on teachers, a situation that is exacerbated by limited resources, and we understand the stresses that result from this imbalance. Many of the proposals in the preliminary submission deal with the need to provide balance in the lives of teachers. As we provide support to you through the bargaining process, we also require your support! Your determination, support and unity was invaluable to the team in the last round of bargaining. Once again, your bargaining team needs strong, visible support on February 7th, and throughout this process. A great contract can't happen without you!

Season's Greetings!

Report cards, parent interviews and holiday concerts are all done and another year comes to a close. You've earned a well-deserved holiday! Wishing you and your families a happy, healthy and relaxing holiday and a happy new year! See you in 2005!



First Vice-President's Viewpoint

Well, you've done it! Report cards have been completed and sent home, parents have had their interviews, Christmas concerts are part of this year's memorable events and your enthusiastic charges are almost out the door. Whew! The last weeks have been exhausting, exciting and.... stressful!



For the next 2 weeks you get to focus on you and yours, rather than them and theirs. Yes, there will be stress but, hopefully, with a slower pace, more sleep and fewer people to satisfy... you'll be fine. At some point during the holiday, spend a minute or two to reflect on the increased workload of the last few weeks, the increased expectations on you, both mentally and physically. The phone calls I received confirmed what I already knew. The workload was too great. There was too much put on your plates and nothing taken off. Do yourselves a favour. When you sit down on January 1st to write your 2005 resolutions, include one or both of those listed below:

- I will continue to be the best teacher I can be without harming my physical and emotional well-being.
- I will politely decline when asked to add more to my list of responsibilities than is reasonable.

Have a great holiday! Be happy. Be healthy.



Dates to Remember

- January 3 - Back to work
- January 6 - Workplace Steward meeting,**
Royal Ashburn Golf Club, 4:30
*Provincial Annual Meeting
resolutions will be considered at
this meeting
- January 19 - General Meeting, Carruther's
Creek Golf Club, 650 Lakeridge
Rd., Ajax, 4:30 p.m.
- February 7 - STRIKE VOTE @ OSHAWA
CIVIC AUDITORIUM**
- February 18 - Professional Activity day (Half
day prep)
- Mar. 12 to 20 - March Break (note:
Friday, March 11 is a regular school day)
- March 30 - General Meeting, location TBA
*AGM delegate election

Upcoming Local Workshops

All workshops listed below will be held at the Durham ETFO office. See the ETFO bulletin board in the new year for more details about these workshops.

January 26 - "Imagine a world that is Free from fear". Learn how to use one of ETFO's newest teacher resources for K-8, addressing issues relating to homophobia and heterosexism.

February 1 - Relationships: Success through Mentorship

February 8 - Resume Writing Workshop

February 9 - Resume Writing Workshop



ETFO Provincial Annual Meeting Resolution Forms

Proposed resolutions are due to the Local office by January 3, 2005. Resolutions must be submitted on the form sent to Workplace Stewards recently. Proposed resolutions will be presented to the membership for approval at the January 19 General meeting. All proposed resolutions will be sent to schools 14 days prior to the General meeting.

Holiday Hours

The Durham Local office will be closed at 4:00 p.m. on Friday, December 17th, 2004. We will re-open at 8:00 a.m. on Monday, January 3rd, 2005. We will not be checking messages over the holidays. Emergency assistance will be available through the provincial ETFO office (1-888-838-3836), but only for critical legal issues.

Car Rally

Rachel, Gerard and Anna (The “Super Teachers”) represented ETFO Durham at the Durham Family Court Clinic’s 6th Annual Car Rally on September 25th. We followed the cryptic directions, answered the mind-boggling questions and successfully completed the mental and physical challenges. We were the champions! Well, in our own minds anyway. Best of all, we raised over \$500 for the “Seeds of Hope” campaign. See the DFCC’s website for more info about their programs (www.dfcc.org).



January General Meeting

Wednesday, January 19, 2005, at Carruther’s Creek Golf and Club, at the southwest corner of Lakeridge Road & Bayly St.,

The meeting will start at 4:30 p.m. All Stewards should attend.

Light refreshments will be served, beginning at 4:00 p.m.

Proposed Annual Meeting resolutions will be presented to the membership for approval at this meeting.



Photo Gallery - November 10th Retiree Dinner



ETFO – Durham Local Executive
 President Rachel Gency
 1st Vice-PresidentAnna Huston
 2nd Vice-President Tom Lazor
 TreasurerAndrew Jamieson
 Secretary Dave Mastin
 Member-at-large/



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