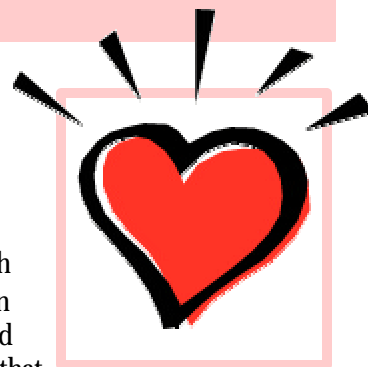


# The ETFO Advocate

Feb. / March  
2003

The monthly newsletter of the Elementary Teachers' Federation of Ontario—Durham



## President's Message

• In just a day or two, you'll be headed off to a well-deserved March Break. Whether you are travelling this year or staying at home, as we in the office are, we hope that you will take some time to relax and rejuvenate for the last three months of this school year. Just a reminder that the Local office will be closed over the March Break - if an emergency arises and you are in need of ETFO assistance, please call the provincial office at 1-888-838-3836.

• Mark it on your calendar: it's not too early in the month to start thinking about our General meeting on March 25th, 4:30 p.m., at Papps Restaurant in Pickering. We are fortunate to have Mark Fallis, President of the Kawartha - Pineridge ETFO local and an experienced educator, joining us to share his wisdom about minimizing and coping with conflicts with parents, always a timely topic! See the flyer in your school for more information. All members are welcome!

• The saga of the 300 minute instructional day grievance continues . . . Arbitrator Beck's award determined that "teachers are entitled to be recompensed for the opening exercise time which has been excluded from the 300 minutes, and for which they have not been paid". Both sides will meet with the arbitrator again in June to attempt to resolve the issue of compensation and to address our ongoing concerns regarding the Board's restructuring of the school day since the award.

• If you are being evaluated this year, be sure that the evaluator makes clear to you, before the process begins, exactly what the process involves, including expectations, timelines, steps to be followed and the criteria by which you will be evaluated. Keep copies of all documents related to your evaluation. If you receive an unsatisfactory performance appraisal, please contact the Durham ETFO office at 905-666-1122 or a staff member in Professional Relations Services (PRS) at 1-888-838-3836 as soon as possible.

• If you are a probationary or permanent teacher who is experiencing difficulty with curriculum planning, program delivery, assessment and evaluation and classroom management, ETFO's Planning and Programming Mini-Course may be for you. The Durham Local is interested in offering this course this spring. The course is three days in length and registration is limited to 8 participants. If you are interested in participating, please contact the Local office for an application.

• Make your vote count! Voting for the Ontario College of Teachers' Governing Council began on-line on March 3rd and continues until April 4th. The Ontario Teachers' Federation (OTF) has endorsed 12 candidates for election - see the article in the latest issue of the ETFO Voice, or the ETFO website (www.etfo.on.ca) for a list of the candidates and instructions on how to vote.

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## First Vice-President's Viewpoint

My topic today is Workplace Stewards. By the time you receive this newsletter we will be on the third stage of our work to rule. Especially during strike action we see how important it is to have a well-informed and effective Workplace Steward. Unfortunately, it is also obvious that the Steward is the person who is especially vulnerable to criticism by those few in the workplace who are either afraid of "rocking the boat" or who don't understand or agree with the actions being taken. Maybe up until now you thought that your Steward was a paper pusher or a social organizer. They are much more - especially during a strike action. They explain the shalls and shall nots of the job action to your Administrators. They contact the Local office to ask questions and deliver answers to you. They attend meetings and listen to first-hand information on upcoming initiatives. Their attendance is most important because of possible varied interpretations of the strike protocol. They hear the dos and don'ts directly from the Takeover Team. However, they should not be the person who listens to and addresses complaints about the Union. And don't expect them to have all of the answers immediately as they are not experts on the ins and outs of strikes.

Here are a few ways to be more "Steward-friendly". If you have questions, jot them on a piece of paper so that they can be handled when the Steward has a minute to look up the answer or to call us if it's an ambiguous issue. Some Stewards are being bombarded with twenty questions every morning when they arrive at school. That's counter productive. Make yourself available to attend an ETFO meeting after school if your Steward has an appointment or family scheduling conflict. Going to one meeting doesn't mean you're committed to all of them for the rest of the year. Basically, give your Steward a break! During a job action we all have to change our mind set and that's not easy for anyone. The Stewards want to do the best job they can for all ETFO members. Remember, you chose your Steward. Also, remember that a collegial atmosphere can and should be maintained during the strike action and that the return to a "normal" working relationship will be much smoother with everyone's co-operation. and understanding.



### Heroes



### & Zeroes



**Heroes:** To echo Anna's sentiments above, our Workplace Stewards are without a doubt our heroes this time around. To all those Stewards out there (now also known as Picket Captains) thank you for all that you do on behalf of your colleagues and as the representative for the federation in your work site. You are advocates on behalf of your colleagues, enforcers of the collective agreement and the strike protocol, and an information source for many. \*Members, if you haven't done so already, thank your Workplace Steward for all the hard work they have done and extra meetings they have attended on your behalf this year.

**Zeroes:** We have two zeroes this month... the Durham District School Board for their interference in Federation business (see Bulletin #12) and their continued fattening of their bank accounts (see Bulletin #11 - the reserve funds now total \$78 million and grow each year, and constitute the 2nd largest reserve fund in an Ontario school board).

The other zero is presented to the W. Garfield Weston Foundation, a charitable foundation of Toronto's Weston family. It announced recently that it would begin paying the private school tuition for children of almost 100 families each year. The program will be indirectly funded by profits from Loblaw companies holdings. ETFO recommends members boycott the following stores and products until the Weston Foundation reverses their decision: Loblaws, Fortinos, Zehrs, No Frills, Your Independent Grocer, Holt Renfrew, Swiss Chalet, President's Choice, Weston Bakery, Neilson Dairy, Maplehurst Bakeries, and Sunfresh.

**Second Vice-President's Report**

Members of ETFO Durham Local proposed a number of amendments to the ETFO provincial constitution. The following resolutions for the 2003 ETFO Annual General Meeting were passed at the January 22<sup>nd</sup> general meeting:

1. That Policy Statement Article 31, Ontario College of Teachers, be amended by the addition of a new section to read: That ETFO petition the Ontario College of Teachers to inform teachers of any and all complaints lodged against him/her and that the information be given freely and in a timely fashion. **Chevrier/Blackstock**
2. That Policy Statement Article 31, Ontario College of Teachers, be amended by the addition of a new section to read: That ETFO petition the Ontario College of Teachers to remove, from the teachers' records, any unfounded complaints lodged against that teacher and issue a (public) document exonerating that teacher. **Chevrier/Blackstock**
3. That Position Statements be amended by the addition of a new section, Professional Development, to read: That it be the policy of ETFO commencing September 2003, that no Federation dollars be used to develop or present courses or workshops that have, as any part of their focus, the training of members to leave the bargaining unit. **O'Neill/Lazor**
4. That Position Statements be amended by the addition of a new section, Communication, to read: That ETFO's publication, Voice, redirect its emphasis from improving teaching practices to the political struggles confronting teachers in Ontario. **Lazor/O'Neill**
5. That Position Statement Article 7, Recertification, be amended by the addition of a new section to read: That ETFO adopt the position that all teachers in our bargaining units will withdraw services in a political protest against the Provincial government and the College of Teachers at the time any one of our members lose their teaching credentials due to recertification. **O'Neill/Lazor**
6. That Position Statements be amended by the addition of a new section, Ontario College of Teachers, to read: That ETFO withdraws any and all support for The Ontario College of Teachers as of Sept 2003 and we advise our members not to participate or cooperate with the College until it is democratically reconstituted to reflect the concerns and interests of teachers and public education in Ontario. **O'Neill/Pelletier**
7. That Article VI, Code of Professional Conduct, be amended by the addition of a new section to read: A member shall: refrain from undertaking or supporting actions which undermine ETFO Member Directives. **Gencey/Huston**

**Annual General Meeting**

The following members will be representing the Durham local as delegates and alternates to the 2003 ETFO Annual General Meeting:

- |                   |                 |
|-------------------|-----------------|
| Charmyn Clement   | Kathy Cousins   |
| Larry DeBrouwer   | Linda Dove      |
| Simone Dupont     | Bob Freeman     |
| Lena Glaes-Coutts | Rachel          |
| Gencey            |                 |
| Anna Huston       | Andrew Jamieson |
| Norma Johnston    | Nancy Jones     |
| Madeline Kanstein | Tom Lazor       |
| David Mastin      | Sirkku          |
| Meldrum           |                 |
| Don Niblett       | Gerard O'Neill  |
| Antionette Payne  | Martine         |

**Dates to Remember**

- March 7 - 16**      **March Break**
- March 18 - Political Action Committee Meeting - 4:30 p.m.**  
**ETFO Durham Office**
- March 25 - General Meeting - 4:30 p.m.**  
**Papp's Restaurant, Pickering**
- March 27 - Pregnancy/Parental Leave Workshop - 4:15 p.m.**  
**ETFO Durham Office**

February 19th Strike Registration



**ETFO – Durham Local Executive**

President .....	Rachel Gencey
1st Vice-President. ....	Anna Huston
2nd Vice-President .....	Tom Lazor
Treasurer .....	Dave Mastin
Secretary .....	Lorelei Crump
Member-at-large/ Political Action .....	Gerard O'Neill
North .....	Anne Dunsmuir



Contact us:  
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 website: www.durhametfo.ca