



# E.T.F.O. Etc.

**Editor:**  
**Liana Holm**

**January**  
**2012**

## President's Message By: Barb Blasutti



Happy New Year everyone. I hope that you enjoyed a well-deserved break and have returned to work rested and rejuvenated.

At the local level, we continue preparations for bargaining. In addition to myself and First Vice President Liana Holm, your CBC (Collective Bargaining Committee) is made up of the following local members:

- Maria Bouwmeester
- Sara Pidgen
- Diane Fortin-Lapointe
- Tina Pietrandrea
- Mike Brunette
- Gloria Kowch
- Leslie Blais
- Colleen Murphy
- Amber Correa

Members of the CBC have attended --and will continue to attend-- various workshops designed to develop and enhance our capacity to bargain a strong collective agreement. The information and training received at these workshops will then be brought back and shared with members of the local Executive and also with workplace Stewards. Our goal is to keep **you** as informed as possible throughout the process.

I encourage you to log on to [www.controlyourfuture.ca](http://www.controlyourfuture.ca) to view the wealth of bargaining materials and information produced by ETFO.

Last March, the Local surveyed all members for their bargaining priorities. Provincial staff collected these responses from Locals across the province and developed Provincial bargaining goals. These goals were approved by local presidents at the Representative Council meeting last fall. You can see these goals in the latest edition of the provincial publication **ETFO Voice**. Keep in mind that these are provincial goals. In addition, we will also have bargaining goals that are unique to Rainbow. To achieve these goals, the Local will work hand-in-hand with our provincial liaison, Sharron Raymond. I am confident that Sharron's background and expertise will prove to be most valuable to our CBC in the upcoming months.

As we progress through the next few months remember: **Knowledge is power and so is the collective strength of our members**. We have achieved much over the years by standing together.

*Barb*

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### Where Are We?

1351-E Kelly Lake Rd  
Unit 6  
Sudbury, Ontario  
P3E 5P5

### Highlights from our CA!

CA = Collective Agreement

**Did you know?** ► Medication—The Board shall not require any teacher to administer medication or perform any medical or physical procedure on any pupil that might in any way endanger the safety or well-being of the pupil or subject the teacher to risk of injury or liability for negligence.

It shall not be part of the duties and responsibilities of a teacher to examine pupils for communicable diseases or to diagnose such conditions or diseases. [Article 16.04](#)



## 2011—2012 Awards Program

Summaries for all awards and application forms for awards are due by February 1st, 2012.

Application forms can be found at:

<http://www.etfo.ca/aboutETFO/awardsandscholarships/pages/default.aspx>

Or by a site search for the term 'Awards' at : [www.etfo.org](http://www.etfo.org)

A few changes have occurred over the last year:

- A financial component of \$500.00 has been added for the recipients of the Anti-Bias Award, Arts and Culture Award, Curriculum Development Awards, Rainbow Visions Award, Women Who Develop Special Projects in Science and Technology Award & Writers' Award
- The recipients of the Health & Safety Activist Award, Humanitarian Awards, Member Services and Engagement Award & the New Member Award are invited to an awards luncheon and ceremony held during the Annual Meeting

If you have any additional questions please feel free to contact us at the Local Office.

### COLLECTIVE BARGAINING TIMELINE

#### **September 2011**

Local and Provincial goals are set.

#### **May 2012**

Preliminary submission is presented at the Local Annual Meeting.

#### **June 2012**

'Notice to Bargain' is served to the Board

#### **August 2012**

Contract Expires

#### **September 2012**

Dates for bargaining are scheduled

### **Ontario College of Teachers Raised the Annual Membership Fee**

**The annual fee, which is tax deductible, is \$138 beginning January 1, 2012.**

**Council employs a three-year planning cycle to stabilize fees, so Council's intention is that the \$138 fee will be in place until 2014.**



## The Wellness Window

Medical services are usually delivered through our family doctor. There are alternatives to traditional Western Medicine outlined in our Collective Agreement benefits package. Paramedical services such as chiropractic care, physiotherapy, massage therapy, acupuncture and naturopathic treatment can be accessed by every employee.

*Take time out for yourself. Balance your priorities. Live life.*



## NEW FOCUS GROUP



ETFO is inviting LGBT (Lesbian, Gay, Bisexual, Transgendered) members to participate in focus groups this January to help us identify the challenges that members face, regardless of whether they are 'out' at work or not. This is an opportunity for LGBT members to share the issues that they face and discuss best practices and resources to assist all ETFO members and school administrative staff to contribute to workplaces that are free from homophobia and transphobia.

LGBT members wishing to participate can call or send an email with their first name, and name of their town/city to:

Valerie Dugale, Staff Liaison- ETFO' s LGBT Standing Committee: [vdugale@etfo.org](mailto:vdugale@etfo.org) or 1-888-838-3836 x2331

Adam Peer: Executive Assistant- Equity and Women ' s Services: [apeer@etfo.org](mailto:apeer@etfo.org) or 1-888-838--3836 x2239



**CAREpath Cancer Assistance Program**

&



**FeelingBetterNow®**

These are two programs available to teachers who participate in our LTD program.

For more information on these two programs please go to: [www.OTIP.com](http://www.OTIP.com)

### OEEO TIMELINES

Statement of evaluation is due to Human Resources on or before January 31st.

Make sure you are not too late!!

F. Y. I.

### **2011—2013 Executive Members**

President— Barb Blasutti  
1st Vice President—Liana Holm  
2nd Vice President—Maria Bouwmeester  
Secretary— Heather Kokko  
Treasurer— Sara Pidgen  
Espanola Rep— Colleen Murphy  
Manitoulin Rep— Amber Jewell  
Executive Members—  
Leslie Blais  
Shannon Burnett  
Pat Christopher  
Diane Fortin-Lapointe  
Gloria Kowch  
Tanja Schaeffer

“Strategy without tactics is the slowest route to victory. Tactics without strategy is the noise before defeat.”

—Son Tzu

### **History 101**

Think back to 1998. The big ice storm devastated Eastern Canada and Quebec, Google was born, Sesame Street turned 30 and The Elementary Teacher’s Federation (ETFO) began. ETFO was formed by two predecessor organizations in 1998:

- ✓ the Federation of Women Teachers’ Association of Ontario (FWTAO)
- ✓ the Ontario Public School Teacher’ Federation (OPSTF)

Now the Rainbow Teacher Local is born in our area.

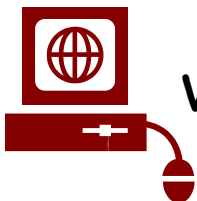
1998 was also a time of massive change in Ontario education. The provincial government forced 129 school boards to merge into 72, 31 of them were public. New funding arrangements meant boards could no longer raise money from their local tax base. This was also a huge challenge.

During the hectic first year, teachers were included in the Ontario Labour Relations Act, bargaining began and teacher testing was still a possibility. The newly amalgamated Rainbow District School Board needed to assimilate the three neighbouring collective agreements from the pre-existing Sudbury, Espanola and Manitoulin Boards. Hence the three geographic regions we continue to serve at the Rainbow Teacher Local.

Most of the first year was spent bargaining to ensure all agreements were preserved, and improvements were made. Our first collective agreement was signed for two years between 1998 and 2000. Only a few Boards were put into ‘Takeover’ at this time. Now this is a common occurrence in bargaining. We have come a long way since 1998 and our next round of negotiations will begin in 2012.

Facts and Information taken from “It’s Elementary: A brief history of Ontario’s public elementary teacher and their federations”

ETFO Rainbow Teacher Local thanks each of you for a GREAT start to the year!  
Keep in mind we are only a phone call away - 705-522-8320.



Visit our local website at [www.etforainbow.on.ca](http://www.etforainbow.on.ca)