

# E.T.F.O. Etc. Editor: Barb Blasutti

## President's Message

It seems hard to believe that the school year is fast coming to an end as is the term for our Collective Agreement. All collective agreements for teacher and occasional teacher groups across the province expire on August 31, 2008.

ETFO is currently involved in talks with the provincial government and OPSBA to develop a framework for big cost items such as salary, benefits, class size caps. Closing the gap between the working conditions in the elementary and secondary panels is the focus for these negotiations.

At the Local level the collective bargaining committee has been working on language for enhancements to the present Collective Agreement and has a Preliminary Submission ready for upcoming negotiations with RDSB. Provincial goals, along with local goals and issues such as staff meeting limits, and relocation of students when teachers are absent, just to name a few, form the content of this document. This Preliminary Submission is the document that contains the improvements we want added to our Collective agreement and forms the basis for our negotiations. Any new agreement must

be two or four years in length.

As we go through this process you will be kept up to date with any information or developments through school stewards, newsletters and meetings. I urge you to stay informed and not listen to rumours or speculation. Until such time as a new collective agreement is ratified, our present collective agreement will stay in place.

This is also the time of year when we honour our colleagues who are retiring. To our retirees: Enjoy your retirement and the next stage in your journey of life. Know that you have made a significant difference in the lives you have touched and that you will be remembered for your contributions to the teaching profession.

To all members: Whatever your plans for the summer, remember that you are important and take time to relax, re-energize and spend quality time with those you love. See you in September.

### Inside :

-President's Message -Contest: Collective Agreement	1
-Health and Safety Report	2
-Getting involved in ETFO	
-The Wellness Window -Feature Resources	3
-Most Frequently Asked Question -Upcoming PD Events	4

### Where Are We?



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

## Contest !

Test your knowledge of our Collective Agreement!

**Question: What does the Collective Agreement state regarding teachers examining pupils for communicable diseases ?**



\*Be one of the first 3 callers with the correct answer and win a prize. (Call Barb Blasutti at 522-8320)

Answer to previous question: The deadline for application for a General Leave of Absence is March 31. A member on such a leave will be permitted to remain with the group health plans provided that he/she assume 100% of the cost. A teacher with less than 2 years of continuous service with the Board will not be granted a General Leave of Absence.

# HEALTH AND SAFETY REPORT

## • Submitted by Heather Kokko, Health and Safety Chair

More and more frequently, the in-school Health and Safety Alternates are bringing forward (to management and to the local Executive) issues that are specific to individual schools. Once identified, the resolution process is started. It is really important to report health and safety issues so they can be dealt with at the proper level. Our Board is very aware of these problems and does work diligently to rectify problems in our buildings.

Since January 2007, the Health and Safety Committee has been involved in the development of the **Employee Workplace Violence Prevention and Management Program**, as ordered by the Ministry of Labour in response to the failure of management to inform an employee of a workplace hazard. The manual for this program is just now being completed and the training component for all employees is being planned. It is hoped that this Violence Prevention Program will be a positive tool for all Rainbow employees and that the number of violent incidents in our schools will be reduced and potentially eliminated.

### Did you know...

Under our current Collective Agreement, each teacher is granted one half-day for Professional Activities. This half day, to be taken on the morning of the last professional development day of the school year, is to be used for professional activities **of the teacher's choice**

## GETTING INVOLVED WITH ETFO

The strength of ETFO is its members—you and the people you work with. Your involvement is crucial to maintain that strength. Throughout your career there will be many opportunities for involvement in your professional organization.

### At the Local Level...

- Attend meetings called by your local.
- Attend a workshop sponsored by your local.
- Become a workshop leader in your local.
- Mentor a future new member of your local.
- Volunteer for a local committee.
- Become an ETFO steward.
- Run for office on the local executive.
- Serve as a representative of Rainbow at provincial conferences, workshops, or meetings.

### At the Provincial Level...

- Read the material ETFO distributes through your steward.
- Contribute an article to one of the ETFO publications.
- Serve as a delegate to the ETFO Annual Meeting.
- Read ETFO Voice, and visit [www.etfo.ca](http://www.etfo.ca).
- Volunteer for a provincial committee.
- Volunteer for an ETFO focus group.

To learn more about Union involvement, contact Barb Blasutti (522-8320).

# The Wellness Window

By Barb Blasutti

## QUICK TIPS FOR DEALING WITH STRESS

Follow the G-E-T S-T-R-E-S-S F-I-T plan for a healthier, more enjoyable life. Here are 12 easy to remember tips on how you can bring stress fitness into your life. Keep them handy and review them often. (*Adapted from a "Heart and Stroke Foundation" publication*)

Give yourself a break. Go for a walk; get a good night's sleep; get away from it all.

Eat a healthy diet.

Talk it out.

Spend time with family and friends.

Take a course –for fun or self improvement

Relax..with a good book, a great movie, or your favourite music

Exercise

Set priorities

Schedule your time

Find alternative sources of satisfaction/fun

Increase your awareness of what causes you stress

Take action! Address the person or situation that's causing your stress. If your still not sure how to manage, talk to your health care professional. You could also contact EAP -a free counseling service offered to Rainbow employees (1-800-268-5211)



*A smooth sea never made a skilled mariner.*

*-English proverb*

## FEATURE RESOURCES in our LENDING LIBRARY:

### **ETFO SPECIAL EDUCATION HANDBOOK**

A practical guide designed for classroom teachers, subject teachers and special education teachers. This resource provides an overview of special education in Ontario. There are over 30 pages of strategies to address a wide range of student needs.

### **ETFO ARTS (Junior Grades)**

This resource introduces all the elements of dance, drama, music and visual arts. It shows Junior grade teachers how to use the arts to support literacy and other subjects.





If a child does not  
learn the way you  
teach

Then teach the way  
the child learns.

**Standardized tests  
tend to measure what  
matters least.**

-ALFIE KOHN

## FREQUENTLY ASKED QUESTION:

**Question:** Does ETFO have any advice regarding the use of **e-mail and text messaging** to students?

**Answer:** Until rules, protocols, and most importantly *express permission* for members to use e-mails and text messaging with students are implemented, these remain **very dangerous modes of communication**.

There have been many recent allegations against ETFO members who have used email/text messaging when communicating with students. E-mails and text messages to students **leave members vulnerable to allegations of misconduct** as they are often overly casual in tone, overly personal, and may contain inappropriate language or personal information. In such cases, the Board, criminal prosecutors, as well as the College of Teachers can use the e-mails and text messages against the member as evidence supporting the allegations. This makes a defence against such allegations all the more difficult.

It is also important to remember that electronic messages are **never** secure or private. In fact, these messages can easily be subject to ***interception, alteration, manipulation, and transmission to unknown others.***

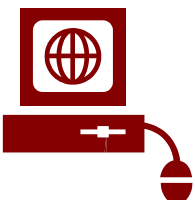
## Upcoming ETFO Professional Development:

**SUMMER ACADEMY: July 2, 3, 4, 2008 (Sudbury)**

*Choice of 3 workshops:*

- *Grade 4*
- *Intermediate (Grades 7-8)*
- *to be determined*

Detailed workshop descriptions and registration information available at [www.etfo.ca](http://www.etfo.ca)



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