



# E.T.F.O. Etc.

**Editor:**  
**Barb Blasutti**

## What's Inside:

## President's Message By: Pat Gordon

Happy New Year everyone. I hope that you enjoyed a restful holiday with family and friends. The second term may be shorter in length than the first one but is not any less busy both in the classroom and in the local office.

At the local level we will be continuing with negotiations with RDSB in early February but with a new ETFO Collective Bargaining Liaison. Sharron Raymond, ETFO executive assistant, is replacing Margaret Taylor who is retiring. Margaret has been with us for many years and we wish her all the best. Sharron is a welcome addition and I look forward to working with her in the up-coming months. Her background and expertise will be most helpful in these challenging times.

As you are no doubt aware, talks at the Provincial Discussion Table were not productive. All news releases are on the ETFO website [www.etfo.ca](http://www.etfo.ca) and I would encourage members to visit this site for regular up-dates. Rainbow Bulletin #5 outlined the proposals presented by ETFO and OPSBA. If you did not receive this bulletin please contact your Steward. The content indicates why ETFO could not accept OPSBA's proposal. ETFO President, David Clegg will be at our February General Meeting to speak to members about negotiations and events so far and ETFO's next steps. If you have any questions or concerns, please plan to attend. There will be a question period following his presentation.

We have made some progress with our local negotiations but the main issues have not been resolved as yet and are still in the discussion stage. Following our February meetings a decision will be made as to whether a strike vote in March will be necessary. If so, I would encourage all members to attend so that they can hear and discuss the issues first hand. Any job action that may be undertaken as a result of the vote will happen after several other steps are completed. Job actions can be described in many ways and do not automatically result in "walking off the job" as the media so often describes it.

I realize that these are unsettling and challenging times but I urge you to read the bulletins, check the ETFO website, talk to your Steward or call the local office rather than relying on rumour and speculation. Although we might like to think the media is reporting the right information, the whole picture isn't always presented. I would be happy to discuss any concerns you may have. Just give me a call at the office.

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.

-President's Message -Where Are We? -Contest: Collective Agreement	1
-ETFO Donation -Upcoming General Meetings -New Rainbow Liaison	2
-The Wellness Window -Professional Resources -ETFO Christmas Event	3
<b>SPECIAL COLLECTIVE BARGAINING INSERT</b>	
-Bargaining Basics -The Negotiation Process	4 5
-FAQ's -Call for Articles -ETFO e-Newsletter	6

## Where Are We?



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

## Contest !

Test your knowledge of our Collective Agreement!

**Question:** *In the event of inclement weather, what steps does a teacher who is unable to report to work need to follow?*



Be one of the first 3 callers with the correct answer to this question and win a prize. Call Barb Blasutti at 522-8320 .



Liana Holm (Manitoulin Island ETFO Representative) with Brenda Clark (Shelter Supervisor, Haven House.).

## ETFO Provides Funding to Assist Women's Crisis Centre

In November, ETFO presented a cheque for \$250.00 to Haven House / Manitoulin Family Resources. The Haven House Shelter plays a critical role in addressing the needs of women and their children who are fleeing abusive situations. The Shelter offers safe accommodation and supportive counseling, and provides free, confidential support and training programs to women and children escaping abusive home situations. Haven House services the areas of Manitoulin Island, Espanola, and the Northeast shores of Lake Huron.

Each year, the ETFO Provincial budget provides funding to assist the work of women's crisis. Crisis Centres can apply for this funding by contacting ETFO Provincial.

## Upcoming General Meetings

### 1. February General Meeting

February 18, 2009 (Manitoulin)

February 25, 2009 (Sudbury). Special Guest: David Clegg, President, ETFO Provincial.

### 2. Local Annual Meeting / Silent Auction

May 20, 2009 (Sudbury)

\*Don't forget to bring your "Grand Prize Draw Card" to these meetings for a chance to win supply teacher coverage for a day. Ask your Steward for details.



## Rainbow has new Provincial Staff Liaison

Sharron Raymond is our new Provincial staff liaison. Sharron is replacing Margaret Taylor who will be retiring soon. Sharron is an Executive Assistant with ETFO Provincial, working in the Protective Services department. Sharron served as local president for many years in Peel, and has also served on the ETFO Provincial Executive. We look forward to working with Sharron!



# The Wellness Window

By Barb Blasutti

## Do You Have Balance?

Fill in the percentage of time that you spend in each area in any given day/week:

- |                            |                              |
|----------------------------|------------------------------|
| ( ) Work                   | ( ) Social Relations/Friends |
| ( ) Intimate Relationships | ( ) Self                     |
| ( ) Leisure/Recreation     | ( ) Family                   |

**Remember:** If you don't make time for yourself, you may make yourself ill.

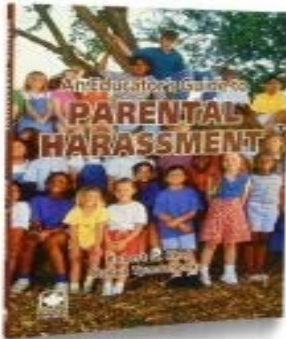
Find a quiet time during the school day when you can **devote 5-10 minutes to yourself**. Listen to music, stretch/do yoga, breathe deeply, read a few pages of a book, meditate, call a friend ... Recesses and lunch breaks are good times to **relax**. Spend part of them doing something you enjoy. **Once refocused and relaxed, you will have more energy to continue.**

*Tips for Dealing with Stress:*

**-Exercise** -physical activity is one of the most effective stress remedies around

**-Laugh** -laughter is your body's natural stress-release mechanism. Rent your favourite comedy video or read a book by an author who can make you laugh.

## PROFESSIONAL RESOURCES



### An Educator's Guide to Parental Harassment

*This resource is full of practical strategies, case studies and professional guidance that helps you understand and limit the risks of managing problematic parental relations. Written in a practical step-by-step manner, it quickly guides you through both the legal and management concerns pertaining to this important issue.*

*Inside you'll find valuable information on the flashpoints that can lead to parental harassment, when and how to react to upset parents, and much more!*



*Santa hands out presents at the ETFO Family Christmas party.*

The ETFO Rainbow Local hosted a children's Christmas party in early December. It was open to the families of ETFO members. The children who attended made Christmas crafts, had snacks, and enjoyed a visit from Santa Claus, who brought a gift for each child. We look forward to offering a children's Christmas party again in 2009.

# BARGAINING BASICS

**June 3 , 2008 (Sudbury) /**

**June 5, 2008 (Manitoulin)**

Rainbow teachers approved the preliminary submission.

**June 6, 2008**

Provincial Takeover: local presidents across Ontario were called to the ETFO provincial office in Toronto where they signed an agreement putting every teacher local into provincial takeover.

For Rainbow, this means immediate access to provincial resources including financial support and enhanced staff assistance.

**October 15, 2008**

Table talks began with members of the takeover team meeting with the Rainbow District School Board to present the preliminary submission.

**November 30, 2008**

Minister of Education granted a 5-day extension to the November 30th deadline for achieving a Provincial Framework Agreement

**December 5**

OPSBA imposed changes to the original Framework Agreement, creating significant strips to existing ETFO Collective Agreements. No Framework was achieved.

**December 17, 2008**

Second day of local negotiations/table talks.

**Upcoming Negotiation Sessions:**

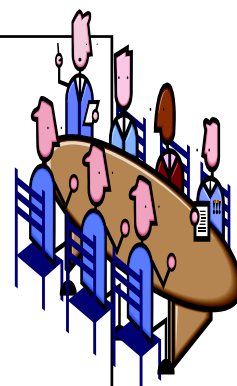
February 6th, 2009

February 17th, 2009

*Negotiations with the Board continue without a Provincial Framework in place. To date, we have met with the Rainbow Board twice. Progress to date has been slow, but discussions continue. Your negotiating team continues to focus on local issues identified by the membership, as well as on provincial goals established by ETFO, as outlined in the June 3/5th meetings.*

Your Table Team in Rainbow is:

- Sharron Raymond, Chief Negotiator
- Pat Gordon, President and Local Negotiator
- Barb Blasutti, Vice President and Local Negotiator
- Sara Pidgen
- Nick Contini
- Maria Bouwmeester



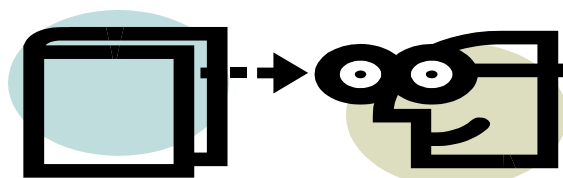
**Knowledge is Power!**

**Stay Informed.**

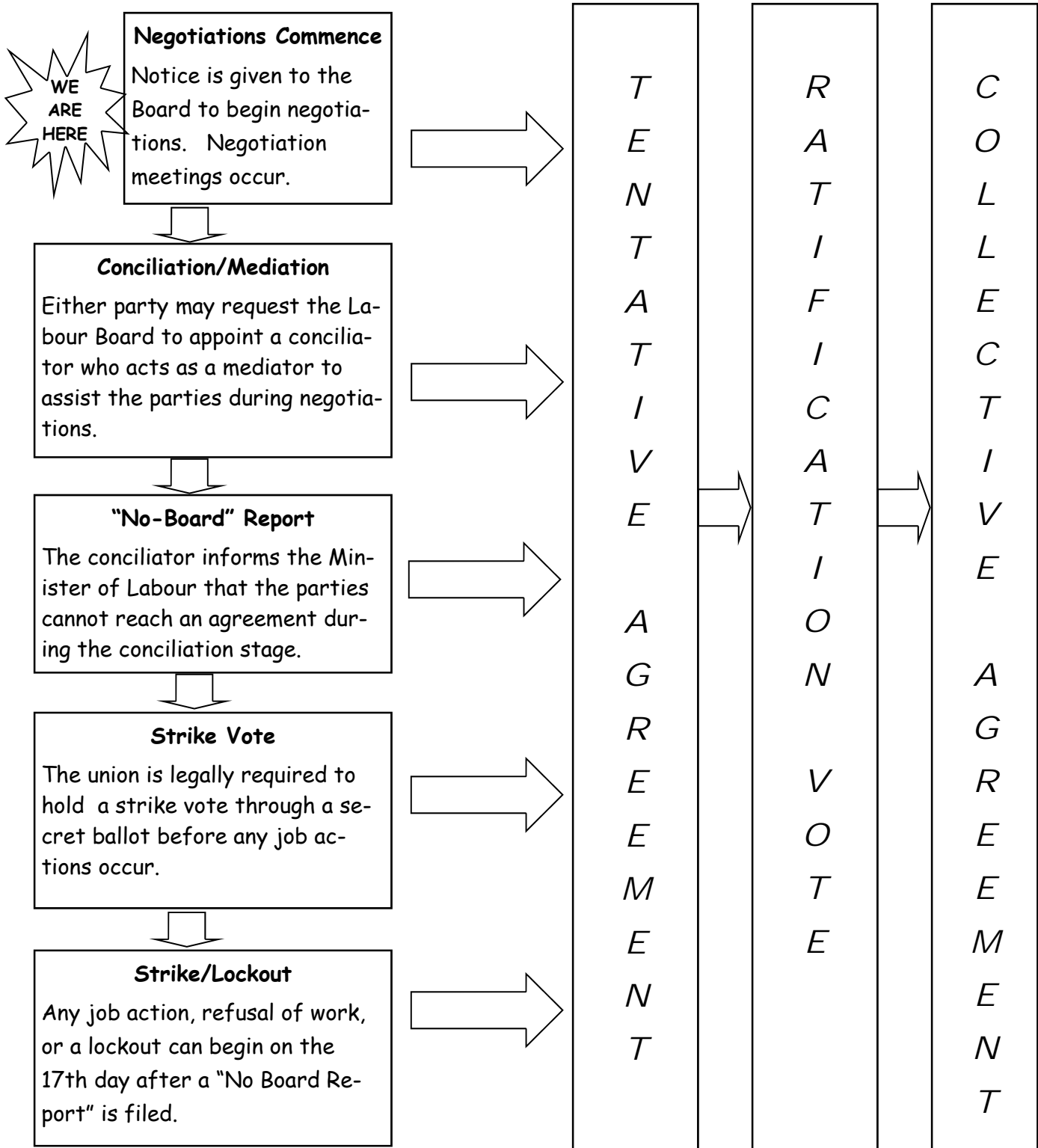
Read the orange CB Bulletins carefully.

Visit the etfo website often ([www.etfo.ca](http://www.etfo.ca)).

If you have any questions, contact the local office and ask to speak to Pat Gordon.



# The Negotiation Process At-A-Glance



F.Y.I.

## ETFO Provincial e-Newsletter

Sign up for ETFO's e-Newsletter to keep up-to-date on events and important information (including negotiations updates) from the Provincial Office.

To sign up, simply visit the ETFO homepage at [www.etfo.ca](http://www.etfo.ca). Under the "eNewsletter" title in the top right corner, simply enter your email address in the space provided, then click "go"

What office is there which involves more responsibility, which requires more qualifications, and which ought, therefore, to be more honorable, than that of teaching?

-Harriet Martineau

## FREQUENTLY ASKED QUESTIONS :

**Question:** I plan to retire soon. How do I figure out how much my Retirement Gratuity will be?

**Answer:** Your Retirement Gratuity is determined using 2 factors:

1. Years of service with our Board (including one of the predecessor boards).
2. Amount of unused sick leave

You need a minimum of 10 years service with Rainbow to qualify for the Gratuity. 10 years service = base line of 20%. For each year of service beyond 10 years, you add an additional 2% to this 20%. (11 years = 22%, 18 years = 36%, 25 years = 50%). The maximum % allowed is 50.

The formula used to determine your Gratuity is:

*% (as determined above) multiplied by #sick days in bank. Divide by 200. Multiply by annual salary at time of retirement.*

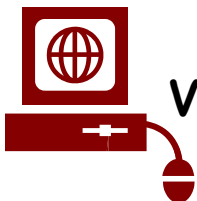


### We want to hear from YOU!

If there are pressing issues or events you'd like to share with other members of our Local, submit them for publication. We plan on publishing future editions of this newsletter in March and June. The newsletters are intended to be informative and unique to ETFO Rainbow. Get your submissions in as soon as possible. We look forward to hearing from you!

### Interested in being a Poll Clerk at the Provincial AGM?

Please note that the application form for Poll Clerks and Assistants for the 2009 Annual Meeting is now available on the ETFO (Provincial) website (About ETFO - Annual Meeting).



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