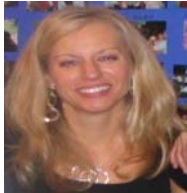




E.T.F.O. Etc.

Editor:
Maria Bouwmeester

President's Message By: Barb Blasutti



It's hard to believe that we are past the half way mark for the school year, but here we are. Winter is still a reality, but take heart...March Break is just around the corner!

As Spring approaches, staffing timelines take on a very important focus. These timelines are posted on First Class and your Steward also has a copy of the important dates to keep in mind. Members are encouraged to review these timelines carefully. If you have questions about the timelines or about the postings process, feel free to talk to your Steward or call the local office.

COLLECTIVE BARGAINING

The Local Collective Bargaining Committee (CBC) has begun the preliminary work of preparing for the next round of bargaining. We are in the process of developing a **member survey** to help us determine local and provincial bargaining goals. This survey will be available for your input in March. Please take the few minutes necessary to complete this survey –your feedback is important!

ENFORCEMENT OF THE COLLECTIVE AGREEMENT

With every round of bargaining, members are called upon to demonstrate their collective strength and solidarity so the Local can attain a strong, effective collective agreement. Yet even the best agreement is useless unless its provisions are enforced.

Enforcement begins with each and every ETFO member.

When a member's negotiated rights are not being upheld, the local can take various steps to correct the situation. Many workplace problems are sorted out simply through a phone call. Others may require a more formal mechanism, such as the grievance procedure. Members (and especially stewards) should actively monitor the way in which the collective agree-

ment is being interpreted and applied in the workplace. Whenever there is any doubt about the way a provision of the agreement is being implemented, the local should be informed *immediately*. For one thing, the sooner the problem is resolved, the better. Secondly if the grievance process is to be applied, there are timelines that need to be observed.

POLITICAL ACTION

Much is at stake in the next provincial election, to be held in October 2011. It will be important for every ETFO member to be informed about the policies promoted by the respective political parties. It will be also important for ETFO members to engage in discussions with their family, friends, and neighbours about the importance of investing in public education (and other public services and programs) that contribute to Ontario being a fair and just society.

ETFO will be working hard to keep members informed and to foster broad involvement of our members in the campaigns of candidates committed to our goals and priorities.

If you are interested in getting involved with our Local Political Action Committee, or are interested in learning more about what's at stake, please contact 1st Vice Maria Bouwmeester.

From calls received at the Local office, it is evident that stress levels continue to rise in many schools. With March Break approaching, I encourage all members to use this time to relax, reconnect with family and friends, find alternative sources of fun/fulfillment. Take time for yourself –you are important!

Barb

What's Inside:

-President's Message	1
-Where Are We?	
-Highlights from your CA	
-ETFO/Trustee Social	2
-Executive Elections	
-New Drama Resource	

-The Wellness Window	3
-Surplus & Redundancy	
-EL-K	
-FAQ's	4
-FYI	
-Website address	



Where Are We?

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

Highlights from our Collective Agreement

Did you know? ► March 31st is the deadline for teachers to inform the Board of their intent to retire at the end of the school year. ([Article 18.02](#))





Last December, Trustees began a four year term with the Rainbow District School Board. In order to get acquainted with new and returning Trustees, the two executives hosted a social evening. Your Local executive believes open communication is the cornerstone in having a good working relationship with the Board.

Executive Elections for 2011-2013

Nominations for the 2011-2013 Executive closed on February 18th, 2011.

No elections were necessary -- the following nominees were acclaimed:

Released Officers:

President: Barb Blasutti 1st Vice President: Liana Holm

Other Executive Officers

2nd Vice—Maria Bouwmeester

-Pat Christopher

Secretary—Heather Kokko

-Diane Fortin-Lapointe

Treasurer—Sara Pidgen

-Gloria Kowch

Espanola Rep.—Colleen Murphy

-Tanja Schaeffer

Island Rep.—Amber Jewell

-Leslie Blais

-Shannon Burnett



New Drama Resource: **More Than a Play**

More Than a Play is a series of 9 vignettes written by Canada's foremost playwrights for Junior/Intermediate classes dealing with equity and social justice issues. Key questions and follow-up activities have been created by Ontario educators to support critical thinking about issues of social justice and equity. Each play delves into the complexities of eliminating intolerance and prejudice in our world, and is guaranteed to generate meaningful and engaging classroom discussions.

Three plays have also been translated into French to support French language learning.

The Wellness Window

Workplace Violence: Report It, Every Time It Happens



ETFO members must complete a **Workplace Violence Report (HR-08)** whenever they experience the threat, the attempt, or the exercise of physical force. This form compels the principal to investigate and deal with the incident. Quick reporting and timely intervention may control or eliminate workplace violence. The risk of harm continues when there is reluctance to report or failure to investigate.

If you are being limited in your right to report workplace violence, contact the Local office.



CAREpath Cancer Assistance Program



FeelingBetterNow®

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

Surplus and Redundancy

Teachers who are declared **redundant** will be notified by their Principal both personally and in writing on **Thursday, April 7th, 2011**. (CA—Article 14.03c) Teachers on leaves of absence who are declared **redundant** will be notified by Human Resources by registered mail.

Memorandum from Human Resources will be posted in each school stating the number of **redundant** teachers for the system on **Friday, April 8th, 2011**. (CA—Article 14.03c)

Teachers declared **surplus** will be notified by their Principal both personally and in writing on **Thursday, April 14th, 2011**. (CA—Article 14.04a)

The Rainbow Local will be hosting Surplus and Redundancy meetings to explain the process and provide important information. All members who are declared redundant or surplus are encouraged to attend.

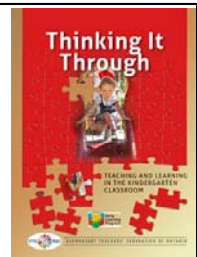
- ▶ April 18th—4:30 pm, at the local office
- ▶ April 19th—4:15 pm at the Anchor Inn, Manitoulin Island.

Early Learning—Kindergarten

In 2010-2011 the Ministry of Education's new Early Learning Kindergarten began in 6 schools: A. B. Ellis, Churchill, Lansdowne, Princess Anne, Queen Elizabeth, and Wembley Public Schools.

Next year (2011-2012) RDSB will be adding Early Learning Kindergarten to three new sites Adamsdale, C. R. Judd and Central Manitoulin Public Schools.

The new ETFO comprehensive resource **Thinking It Through: Teaching and Learning in the Kindergarten Classroom** is designed to provide early learning educators with a single book that addresses the whole kindergarten program.



F.Y.I.

March Break and the Rainbow ETFO Office

The Rainbow local office will be closed for the holidays from Friday, March 11 to Friday, March 18th, 2011 (inclusive).



If you have an urgent issue over the holidays please call the provincial office at 1-888-838-3836 and ask for the PRS counselor on duty.

FREQUENTLY ASKED QUESTIONS :

Question: Can I use a sick day to care for a sick family member?

Answer: No. Sick days were negotiated for the employee's health. Family health matters may be attended to by accessing Personal Leave.

Question: When will I know what grade I will be teaching next year?

Answer: Teachers will be informed of their tentative teaching assignments for 2011-2012 on or before April 15, 2011. Members should contact the Local office if their tentative teaching assignment is changed after this date.



"For crying out loud, Grace! Worry about grading those papers later!"

Until further notice,
celebrate everything.

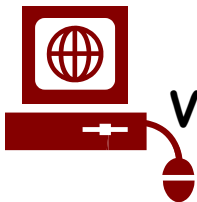
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50/50 DRAWS!

AT ALL OF OUR STEWARD AND GENERAL MEETINGS A 50/50 DRAW IS HELD TO RAISE FUNDS FOR OUR END OF THE YEAR GRAND PRIZE.

ANY MEMBER WHO HAS ATTENDED TWO GENERAL MEETINGS CAN ENTER TO WIN OCCASIONAL TEACHER COVERAGE FOR THE DAY.

The Rainbow Local's Annual Meeting and Silent Auction will be held on Wednesday, May 18th — hope to see you there!



Visit our local website at www.etforainbow.on.ca