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Where Are We?

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

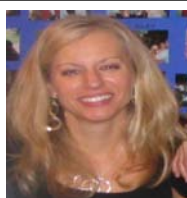


Editor:

Maria Bouwmeester

E.T.F.O. Etc.

President's Message By: Barb Blasutti



DRESS CODE CANNOT STAND

At long last, Arbitrator Loretta Mikus has decided the matter of the "Dress Code" Grievance. The Local filed this grievance in response to the board's imposition of a "Staff Dress Code" in 2005-06, on the basis that the Dress Code was unreasonable, arbitrary, in contravention of past practice, violated the Collective Agreement, and was in violation of the freedom of expression guaranteed under the Charter of Rights and Freedoms.

Throughout the lengthy arbitration, both sides agreed that teachers have a professional responsibility to dress appropriately; clothes that offend the principles of professional conduct should not be worn.

In her ruling, the Arbitrator states: There was no empirical evidence that there was a need for (*a dress code*). There was no evidence of a problem. I am not persuaded a dress code was necessary in these circumstances.

The Arbitrator maintains that the dress code is an infringement on teacher's rights and concludes, "In applying the evidence...I have come to the conclusion that the employer's dress code cannot stand".

The Local recognizes that this has been an extremely long process and thanks everyone who took part in this grievance arbitration. Our patience has finally been rewarded!

SCHOOL YEAR CALENDAR

As we go to print on this edition of the newsletter, the scheduling of 2 PA days for the 2011-12 school year is now in the hands of members. An in-school vote is being conducted this week, the results of which will be tallied Thursday, June 23, 2011. The Local

wants to again thank members for their ongoing support in this matter. The decision of the majority will be communicated, through the workplace Stewards, as soon as possible.

PREPARATION TIME vs PROFESSIONAL LEARNING

As we break for summer holidays, there has been no decision handed down yet on the matter of the Preparation Time grievance. Hearings on this grievance wrapped up in April, and the matter is now in the hands of Arbitrator Louisa Davie. I remain cautiously optimistic that a decision will be made prior to the upcoming school year --stay tuned!

PROFESSIONAL LEARNING

Throughout the year, Professional Learning continued to be a priority of the Local, and workshops on Equity, the Arts, the Environment, and Retirement were offered. Members are encouraged to check out the many workshops offered through ETFO's *Summer Academy*, including a 3-day workshop (Junior CSI) being held right here at the Rainbow Local office August 22-24, 2011.

I hope that all elementary teachers reflect back upon this school year with satisfaction, knowing that you have made a difference in the many lives you touched this year. Remember to take time for yourself over the summer months to relax, rejuvenate, and re-energize. Celebrate life and enjoy your holidays!

Barb

Highlights from our CA!

CA = Collective Agreement

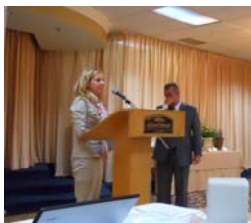
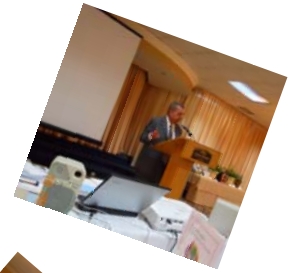
Did you know? ► All full-time teachers will have 230 minutes of preparation time effective September 1, 2011. **Article 16.06 b) iv)**

Did you know? ► Preparation time shall be used for professional activities as determined by the teacher . . . **Article 16.06 d)**

ETFO Local Annual Meeting—May 18th, 2011



Barb Blasutti (Rainbow President), Sam Hammond (Provincial President), and Sharron Raymond (CB liaison).



On May 18th, 2011 the Local held its Annual Meeting and Silent Auction. We were very pleased that Sam Hammond, our ETFO Provincial President and Sharron Raymond our CB liaison were able to attend.

Revenue from our Silent Auction enabled us to make a \$1,800.00 donation to the Sudbury and Manitoulin 'Send-a-Kid to Camp' campaign. Thank-you!

The Award Goes To . . .



Judy Land received the Barbara Konarek Memorial Award.

RDSB recognizes some of our members at the May Board meeting.



Adamsdale Public School received the Go-Green award. Congratulations!

ETFO AQ Courses

Check out all the courses at www.etfo-aq.ca At only \$650 they are a great deal!

Summer registration is currently open and continues until June 20th. The summer term runs from July 4th - August 5th.

ETFO continues to offer a wide selection of courses. This summer's *NEW* courses are:

- *Adapting Curriculum for Second-Language Learners
- *Inclusive Classroom, Specialist
- *Kindergarten, Part 2
- *Science & Technology, P & J, Specialist
- *Junior Education, Specialist
- *Science & Technology, P & J, Part 2
- *Use & Knowledge of Assistive Technology

Visit www.etfo-aq.ca for detailed registration information and the most current course information.

The Wellness Window

Workplace Violence—Are you reporting it every time it happens to you?

According to Bill 168, ETFO members must complete an **Employee Workplace Violence Report (HR-08)** each and every time a member experiences the threat, the attempt, or the exercise of physical violence. Workplace safety is everyone's responsibility.

Bill 157— Keeping Our Kids Safe at School.

Any teacher who witnesses an event for which a student could be suspended or expelled must report it to their supervisor. RDSB has implemented a **'SAFE SCHOOLS INCIDENT REPORTING FORM—PART 1' (STU-13)** which can be found on First Class under forms. This form is to be filled out—**printed off**—then forwarded to your administrator. It is your administrator's responsibility to provide you with a receipt within 24 hours of receiving the report. If you are not receiving your receipt please follow up with your administrator. It is important to keep copies of all reports and receipts for your personal records and for progressive discipline purposes.

Look in your school for ETFO's Summer Academy booklet or check out the sessions being offered on line at: www.summeracademy.etfo.ca

This summer we are pleased to be offering **CSI for Junior Students at our Local office.**

August 22–24, 2011



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

Professional Learning

The Rainbow Local was pleased to present the *ETFO* drama and equity workshop based on the book *'More Than a Play'*. The workshop provided teachers with hands-on activities which they could incorporate in their classrooms the next day. Each participant received a copy of the book *'More Than a Play'*. Comments such as 'best workshop I have ever attended' and 'now I feel confident to teach drama' were heard as participants departed from the local office.



Sudbury Pride 2011

The 14th annual Sudbury

Pride celebrations are scheduled for the week of Monday July 18th to Sunday July 24th. In support of diversity in our community, members are encouraged to take part in the many events scheduled that week.

For specific event details go to www.sudburypride.com

F.Y.I.

Summer Holidays and Rainbow ETFO Office

The Rainbow Local office will be closed from July 1 until August 29. If you have an urgent issue over the summer when the office is not open, call the provincial office at 1-888-838-3836 and ask to speak with a staff officer in PRS.

FREQUENTLY ASKED QUESTIONS :

Question: Can my tentative teaching assignment change over the summer?

Answer: Tentative teaching assignments should not change over the summer without specific / extenuating circumstances.

If your teaching assignment is changed please contact the Local office.

I do not teach children. I give them joy.

Isadora Duncan

Thank you!!

I would like to express my thanks to you, the members of the Rainbow Local for providing me with the opportunity to serve as your First Vice President for the past two years.

Maria Bouwmeester

GRAND PRIZE DRAW WINNERS

THE WINNER OF OCCASIONAL TEACHER (OT) COVERAGE FOR A DAY WAS:

► Heather Dubeau

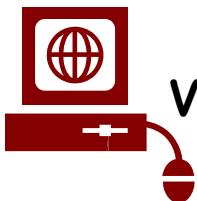
A SECOND WINNER OF A 1/2 DAY (OT) COVERAGE FOR A DAY WAS:

► Rob Dunn

* Heather and Rob attended 2 of our General Meetings entitling them to enter this draw.

NEXT YEAR THIS COULD BE YOU!

ETFO's Retirement Celebration to honour our members who have and/or will be retiring during the 2010-2011 academic year was held on Thursday, June 16th, at Bryston's on the Park. A good time was had by all who attended.



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