



Welcome Back 2008
Fall 2008

ETFO Etc.

Editor: Barb Blasutti

President's Message

Greetings everyone. The school year is well underway with some of the usual events at this time of the school year already completed and others still waiting in the wings. The most usual event of course is the incredible on-going job that teachers do on behalf of the students they teach. You are truly amazing.

Collective bargaining and negotiations are not the usual things that happen every school year. However, this year negotiations will be one of the usual things that will be continuing. So, just a little bit of an up-date. As you are no doubt aware, ETFO's **Close the Gap** campaign is about the \$711 difference in funding between elementary and secondary students. Teacher workload at the elementary level has increased exponentially over the past years. No one knows that better than an elementary classroom teacher. Closing the gap in areas such as class size, prep time, student assessment and reporting time as well as reduction in supervision would greatly reduce this workload. A recognition of this disparity by the government's closing the gap in funding is necessary to achieve working conditions for elementary teachers are already in place for our secondary colleagues. You have received communications about these workload issues for elementary teachers and the reasons why ETFO's bargaining goals are reflective of this concern.

As of June 6, 2008, all ETFO locals are in Provincial Takeover as far as bargaining is concerned. Rainbow's provincial Takeover Team is made

up of the following members: Chair- David Clegg, Provincial President; Chief Negotiator- Margaret Taylor, ETFO Executive Staff; Local Negotiators- Pat Gordon, Rainbow Local President, and Barb Blasutti, Rainbow Local 1st VP; Local Members- Sara Pidgen, Nick Contini, Maria Bouwmeester. We have met once with the Board to exchange submissions and look forward to the dates in the up-coming months for further negotiations. Until such time as a new agreement has been reached we continue to operate under the recently expired CA.

As we go through this process, you will be kept up-to-date through your steward, provincial takeover bulletins, newsletters, and membership meetings to name a few ways. ETFO's website www.etfo.ca is another excellent resource. You can even check it regularly to see how many more minutes you have taught already this year compared to your secondary colleagues.

I would encourage you to stay informed, to talk to your colleagues about the need to "Close the Gap" and to not respond to rumour and speculation. If you have questions or concerns, talk to your steward or call the local office. Knowledge is power and so is the collective strength of our members. We have achieved much over the years by standing together. Be patient and know that your takeover team is working hard on your behalf as we work toward our new collective agreement.

CLOSE the GAP

Inside this issue:

President's Message Contest: CA	1
Local Happenings Testing/Assessment	2
Wellness Window Feature Resources	3
Social Justice Feature Sp. Ed. webcasts	4
PD update ETFO Editorial	5
FAQ Important Dates	6

Where Are We?



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

Collective Agreement Contest !

Question: *A teacher believes that a violation of the Collective Agreement has occurred that has affected his/her rights. What step(s) does this teacher follow?*



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

Rainbow Teachers Participate in "Take Back the Night" March

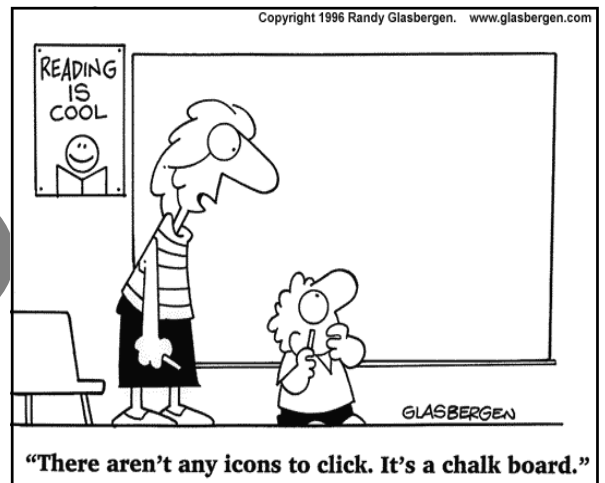
The annual Take Back the Night march was held September 22, 2008. This demonstration helps to raise awareness of the issue of sexual assault and violence against women. The march symbolically demonstrates the fact that women in our society are not granted the same rights that others take for granted —such as the right to walk alone at night without protection. Women and children from all walks of life marched to demonstrate their support to end violence against women.



Roanne Dutrisac and Helene MacIntyre, teachers at ValleyView Public School, march to support women's right to a violence-free life.

Did you know...

Even though our Collective Agreement expired on August 31, 2008, we continue to work under the provisions of the old agreement until a new agreement is ratified.



Testing and Assessment- Not during Preparation Time! ...DRA's, CASI's, TSRI's, Crevola, OLSAT's, Rosner's ...

The demands placed upon teachers in terms of testing and assessment are increasing. More and more we are being asked to do "just one more assessment" in our classrooms. It is important to note that teachers are expected to perform these assessments with individuals while the rest of their class is working independently, not during your Preparation/Planning time. *What you do during your planning time is up to you* — you are NOT required to use your valuable prep time for Board and Ministry data collection.

The Wellness Window

By Barb Blasutti



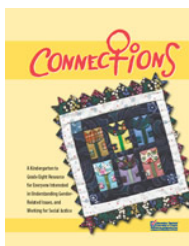
HOUSEKEEPING ITEMS:

1. **LTD:** Information about your Long Term Disability plan is available on line. To access our LTD information, you will need to log on to the OTIP website at www.otip.com. Our Username is L7003-901-ai. Our password is 8638835
2. **Counselling: EAP** is a free counseling service, provided to Rainbow employees by the Board. The number for EAP is 1-800-268-5211.
3. **Pension:** Do you know your 85 Factor? What will your pension income be? Is your beneficiary designation correct? The *iAccess Web* feature helps answer these questions. To sign up for *iAccess*, visit the Pension Plan website at: www.otpp.com. [iAccess Web](#)
4. **Benefits:** You can access information regarding benefits at www.manulife.ca/groupbenefits. Our plan # is 8819 and you will need your six-digit certificate number shown on your Manulife wallet card.



Remember that teaching is your job, not your whole life. Family, friends, fun and community are all important to maintaining your balance and sanity. We all know that teaching can become a 24-hours-a-day obsession...but only if we let it.

FEATURE RESOURCES in our LENDING LIBRARY:



Connections is a new ETFO resource for everyone interested in understanding gender-related issues and working for social justice. The book features lesson plans for K-8, including some French-language lessons, as well as a variety of creative pieces.

Racism Hurts: An easy-to-use package. Contains a thought-provoking story/vignette to be read aloud to students, along with accompanying curriculum links and suggested activities for K-3, 4-6, and 7-8.



CONGRATULATIONS CIBC EMPLOYEES -YOUR SOLIDARITY HAS PAID OFF!

It took over ten months, but striking CIBC employees have finally settled their labour dispute. These 62 employees (mostly women) work at 5 branches of the CIBC banks in the Sudbury Area as customer service representatives, tellers, and financial advisors. They began their strike on January 14, 2008.

Fighting for fair wages and benefits from an employer who is making **billions** of dollars profit, these workers struggled for almost a year to achieve a fair settlement. During the labour dispute, the Bank kept only its New Sudbury branch open, forcing clients in other areas of the city to drive to New Sudbury to do their banking. Rather than negotiate a fair deal with their employees, the bank chose to use management and replacement workers from out of town (for whom the CIBC undoubtedly paid travel and lodging) to replace the striking employees.

QUICK FACTS:

Last year the CIBC made \$3.2 Billion.

The C.E.O received a whopping \$9.42 million .

CIBC workers were locked out for 10 months due to their request for 50 cents/hour.



ETFO Vice President Barb Blasutti makes cheque presentation to CIBC workers .

Employees turned down the Bank's offer in June, following which there was no communication from the Bank for several months. A settlement was finally reached October, 2008.

In September, members of the USW Local 2020 called on ETFO for support. ETFO responded with both financial aid and moral support (see photos).



Executive member Pat Christopher carries the ETFO flag to demonstrate our support for striking CIBC workers.

SPECIAL EDUCATION WEBCASTS

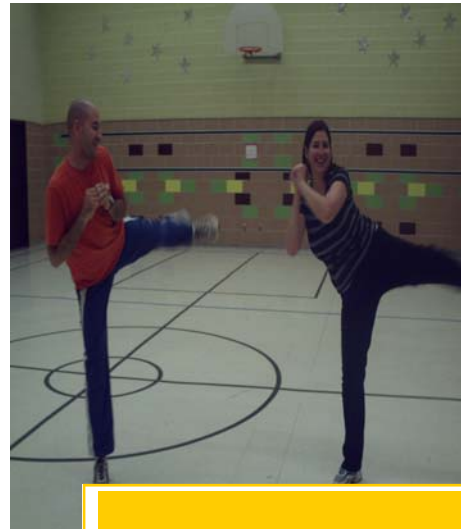
ETFO's Professional Services is pleased to announce a series of **eight webcasts to support programming for students with special needs**. These webcasts build on needs addressed in the ETFO Special Education Handbook, such as: *Attention Skills, Memory, Metacognitive Skills, Non-Verbal Reasoning, Phonological Processing, Processing Speed, Transition Skills, Visual-Spatial Processing.*

*The webcasts and transcripts are available on the ETFO website (www.etfo.ca)

ETFO does DPA

ETFO Rainbow hired Erica Carlson to deliver a DPA (Daily Physical Activity) Workshop. The workshop was held after school at Lansdowne Public School on October 01, 2008. Ideas for transition times were presented (i.e. what to do with students when they're waiting in line). Curriculum links were abundant, as Erica engaged teachers in physical activities that easily linked with geography, Math and Language. Participants quickly recognized that almost any curriculum subject matter could be taught and/or reinforced using physical activity.

Practical ideas to leave for a Supply Teacher in case of absence/illness were also shared. Smiles and laughter were abundant throughout this 2-hour workshop!



David Douglass and Carole St. Jacques work collaboratively on a routine



Review of concepts in an active way—so much more engaging than paper-pencil tasks.

"The resource is very user friendly. It can be easily adapted to any grade level and fun for all students".



ETFO Editorial on Human Rights

At a recent all-candidates meeting, local resident David Popescu attempted to assert his "right" to free speech by stating that "gays should be executed". Popescu's statements have now landed him in the middle of a criminal investigation, and rightly so. To attempt to pass off religious intolerance as free speech is inexcusable. Also inexcusable were the silence and complacency that followed this fiasco. Actions and words that undermine the dignity of our colleagues and the self-esteem of our students cannot and should not be tolerated. What is truly at stake here is not the right to free speech but rather the rights and freedoms of gay, lesbian and transgendered people to live without fear, harassment or discrimination. To live freely, in a society that promotes respect and understanding, should not just be an *ideal*—it should be a right for each and every one of us.

*When you're low, remember that in most households, **you** are the most important person the world outside the family circle. In emergencies, a doctor or plumber may temporarily be more important, but usually the teacher is the most significant person beyond the immediate family.*

Who says teaching isn't a prestigious profession?

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. Under the "eNewsletter" title in the top right corner, simply enter your email address in the space provided, then click "go".

FREQUENTLY ASKED QUESTION:

Question: One of the parents in my class regularly comes into my classroom. Sometimes she observes while I teach, other times she expects to talk to me while I'm teaching. Do parents have the right to visit a classroom whenever they want?

Response: It is important for teachers to make themselves accessible to parents. Ongoing, open communication between home and school will strengthen relationships in the school community. Classroom visits can be very conducive to building relationships with parents.

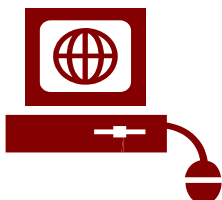
However, the procedure for parents to visit a classroom and/or meet with a teacher should be clearly communicated to parents by the school administration. Except in special circumstances, parents should not have unrestricted access to the classroom or expect an interview with a teacher on demand. Appointments should be scheduled with the teacher ahead of time, and should be set for a mutually agreeable time.



You could win OT coverage for a day just by attending General Meetings. See your Steward for details.

General Meeting Dates

SUDBURY	MANITOULIN ISLAND
Wednesday, October 22, 2008	Thursday, October 23, 2008
Wednesday, February 18, 2009	Wednesday, February 25, 2009
Wednesday, May 20, 2009	
*Silent Auction and Local Annual Meeting	



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