

# Upper Grand Elementary Teachers' Local



## THE CURRENT NEWS

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**President: Tamara Reso**  
**Vice-President: Gundi Barbour**  
**Chief Negotiator: : Doug Cook**  
**Office Manager: Linda L. Barton**

**Tel: (519) 837-0090**  
**Fax: (519) 837-2165**

**Email: [information@ugetfo.org](mailto:information@ugetfo.org)**  
**Website: [www.ugetfo.org](http://www.ugetfo.org)**

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## LEGISLATION THROUGH THE LOOKING GLASS

*A message from your President, Tamara Reso*

Our own actions can contribute to or challenge bullying and psychological harassment in the workplace. One person can and should do something; a group of people can stop it.

On June 15, 2010, the Occupational Health and Safety Act was amended by Bill 168. The revised Act now requires employers to develop policies and procedures to protect employees from violence and harassment in the workplace. To ensure a healthy and safe work environment, employers must take every reasonable effort to protect workers from violent or harassing actions perpetrated by students, parents, co-workers or other members of the school community. School boards must also provide information to teachers who could be expected to encounter a person with a history of violent behaviour in order to prevent physical injury.

Legislated language aimed at improving our working conditions will need to be monitored and upheld in the spirit with which it was created. As we do this with our Collective Agreement, so we must continue with Bill 168. Risk assessments and accident/incident reports will require completion; policies and procedures must be followed. We need to be prepared to follow through and speak up, with respect.

Working with people is a risky business. We must consider subjective impressions, feelings, attitudes and different personalities. In every workplace a culture is formed and customs are adopted. Without realizing it, we can contribute to a problem; jokes can go too far, subtle bullying can breed a toxic work environment. Some difficult conversations may need to take place, especially to address bullying and harassment. That which prevents us from speaking up should in fact inspire us to talk and address issues so that they may be corrected.

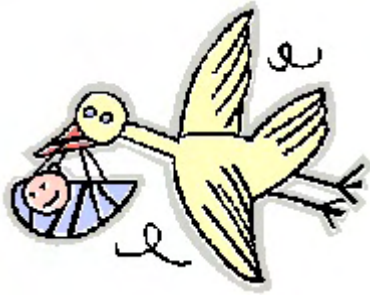
What does it say about our society then, when we need legislation to tell us that threats, violence, bullying and harassment in the workplace are unacceptable? Does it tell you that we have made great advances to put such words in writing or do you think it's a reflection of a society that still has a long way to go?

Legislation may not alter all behaviours, but it's an important step towards impacting positive change.

For additional information, please read the Provincial ETFO *PRS Matters* bulletin, "Bill 168 Protects Educational Personnel from Violence and Harassment in the Workplace". To find this memo, go to [www.etfo.ca](http://www.etfo.ca). Click on the "Advice for Members" link on the left and open "PRS Matters Bulletins".

## Fifth's Disease - Don't be caught unaware

This is the time of year when there are many viruses circulating in our schools. If you are pregnant, or may be in the near future, it is advisable to get yourself tested for immunity to Fifth's Disease. This enables you and your doctor to make decisions in a timely manner, should Fifth's Disease surface in your school. If you have questions, please speak with your doctor or contact Gundi Barbour at Orchard Park.



## REMEMBRANCE

### **Campaign to end Violence against Women**



*December 6th* marks the sad anniversary of the 1989 killing of fourteen women at the Ecole Polytechnique in Montreal. This date not only commemorates the loss of lives, but also represents a time to reflect on the phenomenon of violence against women and girls in our society. In Upper Grand, there are two events being held:

In Orangeville: Family Transition Place is hosting an event at their facility on December 4<sup>th</sup> between 11:30 a.m. and 12:30 p.m. Further information is on their website [www.familytransitionplace.ca](http://www.familytransitionplace.ca)

In Guelph: Guelph-Wellington Women in Crisis is hosting a vigil at the Boathouse, 116 Gordon Street, on December 6<sup>th</sup> from 6:00 p.m. to 8:00 p.m. Further information is on their website at [www.gwwomenincrisis.org](http://www.gwwomenincrisis.org)

Come and join your colleagues, Sisters and Brothers in spirit as we do our part.



## COMMITTEES AT UPPER GRAND NEED YOU!!

If you enjoy working with other teachers, working as a team and can free up a few hours to devote to the Union, then becoming involved in a committee offers valuable leadership and personal growth opportunities.

Upper Grand ETFO Committees provide opportunities for members to participate in personal and professional growth. Our committee members plan and host events and initiatives. We would like you to consider joining a committee - either to work on a single event or initiative; or to be involved with the committee throughout the school year. If you are interested, please either contact the following committee Chairs directly, or you may get in touch with Gundi Barbour at Orchard Park.

**First Five - Jeanette Sales**

**Last Five - Doug Cook**

**Equity - Gord Dunbar**

**Men's Committee - Lanny Fleming**

**Status - Deepti Celetti**

**Professional Development - Krista Pedersen**



### DID YOU KNOW

The ETFO Humanity Fund is our Federation's own charitable foundation. It is organized by our members, run by our members and will provide resources to projects that support children and their Teachers. One of our Federation's objectives is to "...continue a leadership role in such areas as anti-poverty, non-violence and equity".

## SPIRIT WALK - A HAUNTINGLY GOOD SUCCESS

On October 21, the moon shone brightly and a slight chill in the air set the stage for a very entertaining historical walk through Elora's downtown. About 30 members and their families participated in this event designed to get us into the Halloween mood. Al Koop and his Older Voices troupe entertained the group with stories of Elora's past, including a revelation that south side Elora is cursed! After our fresh air adventure we were treated to sweets and hot beverages designed to warm us. Good conversation went on all around. Special thanks to all who joined us.

## TIPS, TRICKS AND TACTICS

On Wednesday, November 10<sup>th</sup>, Upper Grand ETFO's First Five Committee welcomed Kathleen Loftus from ETFO's Provincial Office. Seventeen beginning teachers participated as Kathleen shared with them some tips on how to conduct a successful interview with parents, as well as safe and appropriate ways to communicate with parents. Each teacher also received a copy of "When the Chalk Dust Settles" and "Parent-Teacher Relationships - Putting the Pieces Together". Keep an eye out for future social and PD workshops from the First Five Committee.

## TEACHER RE-ELECTED DEPUTY MAJOR OF ORANGEVILLE



Congratulations go out to our own Warren Maycock, a grade 2/3 teacher at Princess Margaret School and once again Deputy Mayor of Orangeville. Warren lives in Orangeville with his wife Michelle, a teacher at Princess Elizabeth School, and their four children.

Warren models community involvement for his students and his ETFO colleagues. He has been involved with municipal politics since 1987 serving on Orangeville Town Council and has been Deputy Major since 2006. Past involvement with his community has included coaching hockey, soccer and volleyball teams, as well as serving a term as VP of the former Dufferin OPSTF. Well done, Warren! Your Upper Grand colleagues are proud of you!

## **UPPER GRAND PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

As Progress Reports and Interviews are put behind us, focus turns once again to Professional Development. Our PD committee is busy planning events to take place in January and in the Spring, including workshops for New Teachers, French Immersion and Core French Teachers.

Funding up to \$375.00 can be accessed once every two years to attend one conference, workshop or course. Application forms are available from your Steward or online at [www.ugetfo.org](http://www.ugetfo.org). You may wish to consider the following:

- ★ **How to Create a Do It Yourself Gallery Visit.** Saturday, February 12, 2011; more information can be found on the AGO website.
- ★ **Reading Recovery and Early Literacy Conference.** February 24 - 25, 2011 in Toronto; more information can be found at [www.readingrecovery.org](http://www.readingrecovery.org)

*Additional information and many more opportunities can be found at [www.etfo.ca](http://www.etfo.ca).*

## ADDITIONAL COURSES



These NEW courses have been added by ETFO:

Education Law  
FSL Specialist  
Geography Grades 7 & 8  
Inclusive Classroom, Part 2  
Integration and Information  
of Computer Technology, Specialist  
Junior Education, Part 2  
Librarianship, Specialist  
Mathematics: Primary, Junior and Specialist  
Media, Specialist  
Primary Education, Specialist  
Science and Technology: Primary and Junior, Part 1  
Social Studies: Primary and Junior, Part 1  
Writing, Specialist

**Registration is now open for the Winter Session.**

## DATES TO REMEMBER



**EXECUTIVE MEETING**  
December 13 - Full Day  
Orchard Park

**CHRISTMAS BREAK**  
December 20 - January 4, 2011

**DOCUMENTATION TO BOARD FOR  
CATEGORY CHANGE**  
December 31, 2010  
See page 7 of your Collective Agreement  
Article 10.01 a)

**APPLICATION FORMS DUE TO  
EDUCATORS FINANCIAL GROUP - NEW  
TEACHER RSP**  
December 31, 2010  
See page 8 of your Collective Agreement  
Article 25.03

**EXECUTIVE MEETING**  
January 19  
Orchard Park

**EXECUTIVE MEETING**  
February 9  
Orchard Park

**WINTER GENERAL MEETING AND  
DELEGATE ELECTIONS**  
February 23  
Monora Park, Orangeville



All of us at Upper Grand  
Elementary Teachers'  
Local  
wish you a joyous  
Holiday Season and the  
very best for the new  
year.

Tamara  
Gundi  
Doug  
Ken  
Linda

