

Your Member News

November 22, 2023



ETFO reaches tentative agreement at Teacher/Occasional Teacher Central Table

The Elementary Teachers' Federation of Ontario (ETFO) has reached a tentative central agreement for its 80,000 teacher and occasional teacher members with the Ontario Public School Boards' Association and the Ontario government.

"After 14 months of central bargaining, we're pleased to be able to bring forward a tentative agreement to our teacher and occasional teacher members that protects their collective agreement entitlements and also addresses key bargaining goals," says ETFO President Karen Brown. "This has been the longest round of central bargaining in ETFO's history, but we persisted. We remained focused on getting government cuts off the table and on

addressing members' working conditions, which are students' learning conditions."

ETFO issued a [media release on Nov. 21](#) to announce the union had reached a tentative agreement at its Teacher/Occasional Teacher Central Table. The release led to media coverage across the country. Here are some highlights:

CP24 – [Interview with ETFO President Karen Brown](#)

Toronto Star – [Ontario and elementary teachers reach tentative deal, averting strikes in public schools](#)

CBC – [Ontario elementary teachers reach tentative contract deal with province](#)

CHCH – [Ontario elementary teachers reach tentative deal with province](#)

To view all of ETFO's media releases and statements, visit etfo.ca.



December 6: The National Day of Remembrance and Action on Violence Against Women

The National Day of Remembrance and Action on Violence Against Women takes place every year on December 6.

We remember and name the 14 women killed in Montreal in 1989. The day is also about speaking out and taking action against gender-based violence and misogyny in all forms in our classrooms, schools, and communities.

From November 25 to December 10, we also recognize the 16 Days of Activism Against Gender-Based Violence. This day and campaign started in 1991 to call out and speak up on gender-based violence, and to renew our commitment to ending violence against women, girls, and 2SLGBTQ+ individuals.

Get involved – join the Not Part of the Job: End Gender-Based Violence at Work campaign from the [Canadian Labour Congress](#). Governments, employers, and unions must confront this issue together.



When violence comes to work

More than 40 per cent of women who have been in intimate partner relationships have been the victim of intimate partner violence (sometimes called domestic violence), according to Statistics Canada.

As Canada marks the beginning of 16 Days of Activism Against Gender-Based Violence on November 25, it is important to remember that intimate partner violence can follow someone into their workplace and the employer has a responsibility to keep workers safe while at work.

"Domestic violence" is included in the Occupational Health and Safety Act (OHSA) and the Ministry of Labour's publication Workplace Violence in School Boards: A Guide to the Law.

To understand how the OHSA should protect workers from violence in schools, visit etfohealthandsafety.ca.



International Day of Persons with Disabilities

In 1992, the United Nations designated December 3 the [International Day of Persons with Disabilities](#).

Observed annually, the day acknowledges the contributions made by people with disabilities, raises awareness of disability as a lived experience, and identifies the actions needed to create an inclusive world. In Canada, protecting the [rights of people with disabilities](#) is enshrined within legislation and informs how to remove barriers.



Do you want to be an EWS workshop facilitator?

ETFO is looking for [curriculum facilitators to present EWS workshops](#) that have a 2SLGBTQ+ focus. Facilitators will need to be available to come to Toronto on **January 23**.

Interested applicants should email their application package to Matthew Sinclair msinclair@etfo.org by noon on **December 13**.



Ontario Liberal leadership election platforms

On November 25 and 26, members of the Ontario Liberal Party will vote to elect their new leader.

The results will be announced on December 2. The four candidates seeking the leadership are: Mississauga Mayor Bonnie Crombie, MP Nate Erskine-Smith, MPP Ted Hsu, and MP Yasir Naqvi.

[Find out what their election platforms say about key education issues.](#)



Participate in research on violence against educators

ETFO members are invited to take part in a University of Ottawa study on violence and harassment against educators. See **[this poster](#)** for more information and access the survey at this **[link](#)**.

Questions about participating in the survey can be sent to Elizabeth Mitchell at **emitchell@etfo.org**.

Professional learning events in 2023



Women's Health and Safety Conference

January 30-31, 2024

This [conference](#) supports the leadership development of women members to gain insights, skills, and confidence dealing with health and safety issues in the context of sex and gender.

To view the conference information and application details, [see the flyer](#).

Registration closes on December 5 at 9 a.m.



Presenter's Palette

February 1-2, 2024

ETFO's Presenter's Palette [two-day workshop](#) will take place February 1-2, 2024 at the ETFO provincial office, Toronto.

This practical two-day workshop will provide an opportunity for members to develop skills in planning and presenting curriculum sessions to colleagues.

To view the conference information and application details, [see the flyer](#).

Registration closes on December 5 at 9 a.m.



8th Annual First Nations, Métis, and Inuit Education Symposium

February 3, 2024

Join us for a **one-day gathering of learning focused on treaties.**

Members will hear from speakers and learn about wampum, various resources, and best practices in the classroom to explore this important topic and build understanding for students and educators alike.

To view more details, **see the flyer.**



Annual Leadership Symposium for First Nations, Métis, and Inuit Women Members

February 22-23, 2024

Are you interested in becoming an ETFO presenter? **This conference** will focus on public speaking, presentation skills, and building effective presentations.

Women members who are First Nations, Métis, or Inuit are invited to attend this two-day **leadership symposium** on **February 22-23, 2024** at the provincial office.

Registration opens Nov. 27 and closes on Dec. 12.

Registration closes on December 8.

[Learn more about programs here.](#)

[Register for ETFO events here.](#)

Member Services

OTIP: What you need to know about umbrella coverage

If you've ever heard the term "umbrella coverage," your first thought might have been weather-related.

So, what is umbrella coverage? How does it work? And who should buy an umbrella policy? [Read more.](#) #OTIPUpdate



Educator Blogs



- [Diverse Books](#) by Sharon Ethier
- [Avoiding Burnout: A Vital Pursuit for Educators](#) by Iyanuoluwa Akinrinola
- [Prep Teacher Appreciation](#) by Brenda MacNaughton

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The Elementary Teachers' Federation of Ontario
represents 83,000 teachers and education workers.

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