

Bare Essentials: February 26, 2018



**ETFO Niagara Local, 2601 Highway #20, R.R. #1 Fonthill, ON, Units 5 & 6, L0S 1E6
(905) 892-2917 Toll Free: 1-866-419-9484**

ETFO Niagara Elections Update

This year is an election year for the ETFO Niagara Local Executive for 2016-2018. The following is the list of acclaimed candidates, and positions still left open on the Executive:

<u>Position</u>	<u>Name</u>	<u>Position</u>	<u>Name</u>
President	Jada Nicklefork	Status of Women	Sharon Ethier
Vice-President	Brian Barker	Family Of Schools Representatives (4 positions)	<u>Election Candidates:</u> Laurie Adam Troy Garrah Hank Steingart Tracey Storr Paul Waldie
Vice-President (F)	Gail Dunn		
Secretary	Christine McGovern		
Treasurer	VACANT		
Political Action	Lindsay Brennan	Delegates (8) Article X, Section 10.2 re 1/3 (13 delegates total – 5 males and 8 females) As a result, there are 6 female positions open.	<u>Ex – Officio</u> Jada Nicklefork Brian Barker Gail Dunn <u>Male Delegates (acclaimed)</u> Troy Garrah Kevin VanLeeuwen Jim Bringham Geoff Twocock <u>Election Candidates</u> Laurie Adam Lindsay Brennan Cassy Cassidy Sharon Ethier Sarah Gohm Susan Huibers Christine McGovern Angela Salvatori-Corapi Stephanie Sims Jennifer Sims-Murray
Public Relations	Stephanie Sims		
Social	Kristy VanSoelen		
Equity & Social Justice	Jim Bringham		
Health & Safety	John Stavina		
Professional Development	<u>Election Candidates:</u> Sarah Gohm Angela Salvatori-Corapi		

As per the Election Guidelines, campaigning will occur for two weeks (February 15 – March 1, 2018), with online electronic voting taking place over the course of 4 days (March 2 – March 6, 2018).

To vote, contract teachers will need to go to www.etfoniagara.ca, under the 'Member Login' tab.

Members will need to log into the site, using member specific credentials. To verify the voter, ETFO contract teachers will need to have their ETFO ID Numbers. If you don't have your ETFO ID Number, you will need to contact ETFO Provincial at 1-888-838-3836, and ask for Member Records (ext 2506).

Changes To The LTD Plan – March 1, 2018

Over the last couple of weeks, ETFO members should have received an email from ETFO Provincial regarding changes to the LTD plan, effective March 1, 2018.

What is the ETFO Long Term Disability (LTD) Plan?

The ETFO LTD Plan is a valuable group benefit for full-time and part-time teachers administered by the Ontario Teachers' Insurance Plan (OTIP). It replaces a percentage of your salary and provides protection for your pension plan should you be unable to work for a prolonged period of time because of illness or injury.

Why is the ETFO LTD Plan being changed?

Since 2014, the ETFO LTD Plan has experienced an accelerating increase in the number of disability claims made by ETFO members. The overall length of time that members are remaining on disability has also increased significantly. As a result, the ETFO LTD Plan has been under considerable financial pressure for some time.

ETFO needs to ensure that appropriate income replacement continues to be available for members who may experience an illness or injury that prevents them from working. That means changes need to be made to maintain the ETFO LTD Plan's long-term financial stability.

This situation is not unique to ETFO.

What changes are being made to the ETFO LTD Plan?

As of March 1, 2018 two changes will be made to the ETFO LTD Plan:

Income replacement level: Currently, members on an LTD claim receive 55% of gross salary (tax free).

Members who apply for LTD coverage as of March 1, 2018 will receive 50% of gross salary (tax free).

Termination of LTD Coverage: Currently, LTD coverage ends at age 70 **or** when a member is able to receive a 62% unreduced pension from the Ontario Teachers' Pension Plan (OTPP). As of March 1, 2018, LTD coverage will end at age 65 **or** when a member is able to receive a 60% unreduced pension from OTPP.

What does the March 1, 2018 LTD premium rate look like?

Currently, the premium rate that each member contributes to maintain the ETFO LTD Plan is 1.39% of salary.

As of March 1, 2018, the premium rate will be 1.58% of salary.

This table shows the additional contribution required under the 1.58% premium rate:

Salary	\$45,000	\$65,000	\$85,000	\$95,000
Monthly Member Impact	\$ 7.00	\$ 10.11	\$ 13.23	\$ 14.78

Is ETFO the only teacher union implementing changes to its LTD plan?

No. The LTD plans of other teacher unions (e.g., OSSTF, OECTA) are also experiencing more disability claims and lengthier claim periods. Those LTD plans are introducing similar changes to income replacement level, termination of coverage and premium rate as of March 1, 2018.

If I reach 65 or am eligible for a 60% unreduced pension and am still teaching, can I remain in the ETFO LTD Plan?

No. As of March 1, 2018, once you reach age 65 or are eligible for a 60% unreduced pension your ETFO LTD Plan coverage is terminated and you can no longer make a disability claim. If you find yourself in this situation, you can stop paying for LTD.

If you have any questions about this, don't hesitate to contact the Local, or email ETFO Provincial (LTD@etfo.org)

Updated Seniority List Now Available in FirstClass

Seniority lists for the 2017-2018 school year (both by Alpha and by Seniority) are now available in FirstClass. To access the lists, login into FirstClass, click the Ed Centre icon -> Human Resources -> Elementary Staffing Information – Teachers.

A Second "Wellness for Educators" Session Added

This year, a joint initiative between ETFO Niagara and CBT Niagara has led to the creation of a "Wellness For Educators" workshop. The goal of this 6 session course is to gain skills to support students experiencing a range of mental health and personal challenges. Additionally, this course will provide participants with strategies to manage one's own well-being and health, and prevent burnout, in order to maintain the ability to provide the highest level of care and compassion to one's students and family. **Due to an overwhelming demand, a second session has been added.** The tentative dates of the second session are the following Mondays: March 19, 26, April 9, 16, 23 and 30. Dinner will be served at 4:15PM, with a session start time of 5 PM sharp.

There are only 10 spots available, which will be on a 'first come, first served' basis. To participate, please register via Eventbrite at <https://etfoniagarawellnessforeducatorsspring1718.eventbrite.ca>. If you have any questions, please contact Jada Nicklefork (pres@etfoniagara.ca).

Upcoming Local Workshops

ETFO Niagara is working hard to provide various workshop opportunities for members over the course of the school year, covering a vast range of diverse topics. Listed below are some of the different workshops that are being offered over the next couple of months:

- **Wellness Wednesday Yoga Session #1 Workshop – Wed Feb., 28, 2018** – Are you interested in finding balance between work life and home life? Join Amanda Tripp to transform your body and mind physically, mentally and spiritually through yoga. To register, please visit <https://etfoniagarawellnesswednesdaysfebruary2018.eventbrite.ca>. For more information, please contact Gail Dunn (vp2@etfoniagara.ca).
- **Wellness Wednesday Yoga Session #2 Workshop – Wed Mar. 28, 2018** – Join Amanda Tripp once again to transform your body and mind physically, mentally and spiritually through yoga. To register, please visit <https://etfoniagarawellnesswednesdaysmarch2018.eventbrite.ca>. For more information, contact Gail Dunn (vp2@etfoniagara.ca)
- **Sharing Circle: Infusing FNMI Perspectives in the Classroom Workshop – Tues., April 17, 2018** – Are you interested in deepening your knowledge of FNMI issues? This workshop will help you understand the best practices for including FNMI perspectives in your program. In addition, you can ask questions and get practical advice about addressing FNMI issues. Finally, supporting resources and lesson ideas will be shared. For more information, please contact Jim Brigham (james.brigham@dsbn.org). To register, please visit <https://etfoniagarasharingcircleapril2018.eventbrite.ca>.

ETFO Pop Culture Trivia Night Recap

On Friday, February 9, 2018, ETFO Niagara hosted its 12th Annual "Pop Culture Trivia Night". **This year, the proceeds of the evening will be donated to the Kristen French Child Advocacy Centre, and ETFO Niagara is happy to announce \$1000 was raised.** Congratulations to the winning team "Reservoir Dogs" from John Brant School! Special thanks to the 3rd place team from Oakridge for donating their \$100 winnings back to the Kristen French Child Advocacy Centre. The evening's success should be credited to the volunteers that gave up a Friday night to help, and for all participants that braved the weather to come out and have a fantastic time, all in the name of charity.

Day Of Pink 2018

The Day of Pink is the day to take action on Bullying, Homophobia and Transphobia. The Day of Pink was started in Nova Scotia in 2007 when two Grade 12 students saw a Grade 9 student who was wearing a pink shirt being bullied on the first day of school. Bullies harassed the boy, called him a homosexual for wearing pink and threatened to beat him up. The two Grade 12 students - David Shepherd and Travis Price bought and distributed 50 pink shirts and encouraged peers to arrive to school wearing pink. The result was that the school took a stand and began working together to prevent bullying. This year, The Day of Pink is on Wednesday, April 11, 2018. **If you would like to purchase a "Day of Pink" t-shirt (\$18), please fill out the attached order form, and return it to the ETFO Niagara office with your cheque payable to ETFO Niagara by Friday, March 2, 2018.**

Annual ETFO Silent Auction and Dinner

ETFO Niagara's 20th Annual Silent Auction will take place on Friday, April 20, 2018 at Club Italia in Niagara Falls, from 6PM – 10 PM. To celebrate the 20th anniversary, the program has been revamped to include entertainment (comedienne Kate Davis), as well as bidding on fabulous prizes. The cost of the event is \$25. **Ticket and donation information will follow shortly.** If you are interested in volunteering for this

event, contact Sharon Ethier, Chair of the Status of Women Committee. Should you have any questions about the event, please contact Gail Dunn via phone (905-892-2917), or email (vp2@etfoniagara.ca).

Health and Safety: Safety Plans

As teachers, we deal with students that have different needs – academic, social and behavioural. Sometimes, there are students that have extreme behavioural needs that may pose a risk to staff and students. In order to ensure that a student with extreme behavioural needs is successful, and in order to ensure that student safety and the well being of all members within a school community is always at the forefront, a student safety plan should be used.

What is in a safety plan?

The student safety plan is developed for a student whose behaviours are known to pose an ongoing risk of physical injury to him or herself, staff and others in the school community. The safety plan is designed to protect the student and others from physical harm related to these risks. ☒

The student safety plan is based on the findings of a risk assessment that identifies what the student is doing that causes or is likely to cause injury. The injury could be to the student (him or herself), or other people at the school site or school program including ETFO members and other staff, students, parents or guardians. ☒

The student safety plan includes vital information such as a description of the unsafe behaviours; preventative or instructional strategies; how to get immediate assistance; steps to protect the student, other students and staff from harm; crisis response; first aid and emergency procedures; and reporting requirements.

What if the student safety plan deals with workplace violence?

Sometimes a student safety plan deals with the risks of workplace violence against an ETFO member or others who work for the DSBN. In such cases, the DSBN and the principal must ensure that the development, use and revision of the student safety plan reflect the requirements of the *Occupational Health and Safety Act*. For example:

- The assessment and re-assessment of the risks of workplace violence, as often as may be required, to protect a worker from workplace violence;
- Measures and procedures (e.g., safety plans) to control the risks identified in the risk assessment;
- Measures and procedures for getting immediate assistance when workplace violence occurs or is likely to occur;
- Measures and procedures to report workplace violence incidents to the principal;
- How such reports will be investigated and dealt with;
- The provision of information, instruction and supervision to a worker to protect the health and safety of the worker.

If you have any questions about this, please don't hesitate to contact the Local office.

Save The Date

Wed., February 28, 2018 – Wellness Wednesdays: Yoga

Wed., March 28, 2018 – Wellness Wednesday: Yoga #2

Wed. April 11, 2018 – Day Of Pink

Tues. April 17, 2018 – FNMI Perspectives in the Classroom Workshop

Fri., April 20, 2018 – ETFO Niagara Silent Auction

Wed., May 23, 2018 – Spring AGM
Thurs., Jun 7, 2018 – ETFO Retirement Dinner

Want to recognize a **TEACHER**
who does **GREAT WORK**
in their school?

OTIP 
TEACHING
AW★ARDS



OTFFEO

Nominate in one of three categories:
elementary, secondary, or a
beginning teacher in the first five
years of teaching.

Winners receive a personal award
of \$1,000 and a Certificate of
Recognition and another \$1,000
prize and a Certificate of Recognition
for their school.



Visit www.teachingawards.ca

Nominations close March 31, 2018