To: **From:**	**ETFO STEWARDS** **SHARON O'HALLORAN, GENERAL SECRETARY**	**2017–2018** **STEWARDS' MAILING # 1** **September 22, 2017**

READ the Stewards' Mailing electronically at www.etfo.ca



ETFO Collective Bargaining Workshop: Facing Management – This is an introductory workshop for new Stewards or those who may be thinking about taking on a leadership role. This conference will focus on examining roles, rights and effective communication in the union/management relationship.



ETFO Project Overseas 2018 – ETFO is seeking applicants for **Project Overseas 2018**. Applications are due October 31, 2017. ETFO, in partnership with the Canadian Teachers' Federation, sponsors 14 teachers each summer to present professional learning to educators around the world.



ETFO Action on Violence in Schools Brochure – This brochure and poster will inform members about their rights, roles and responsibilities with respect to workplace violence in our schools. For more information, please visit etfohealthandsafety.ca, and for support, please contact your ETFO local or ETFO provincial staff in Professional Relations Services.



Women Change Makers – Taking Action for Social Justice is a poster with a companion video animation that can be viewed at etfovoice.ca/women. It presents 10 women social justice heroes, some well-known, some less so. What connects them is an unshakeable commitment to working for social change. The poster and animation are meant to serve as a classroom resource.



PRS Matters Volume 94 – Allegations Involving CAS and/or Police – What to do if it happens to you… – This volume provides important advice for all members regarding allegations and the support available to assist members who are the subject of an investigation involving CAS and/or police. Please share this information with all members. For more information, please contact staff in Professional Relations Services (PRS) at 416-962-3836 or 1-888-838-3836.



PRS Matters Volume 95 – Your Sick Leave Questions Explained – This volume of PRS Matters provides information and advice regarding sick leave and the changes that resulted from the October 2016 arbitration award. For more information, please contact staff in Professional Relations Services (PRS) at 416-962-3836 or 1-888-838-3836.



OTIP "Taste of Italy" Contest – Enter the OTIP ***Taste of Italy*** contest for your chance to win an eight-day trip for two to Italy. The contest is open to all active and retired education members. Please visit otip.com/getaway to enter.

ETFO STEWARDS INFORMATION

Please direct your members to the ETFO WEBSITE to find the Stewards' Mailing Cover Memo and its links:

www.etfo.ca > Publications > Stewards' Mailings

IMPORTANT: **To change the number of members at your work site –**

Contact: Members Records at 1-888-838-3836 or trecords@etfo.org

The number of members within your school, on file at ETFO, appears in the top corner of the address mailing label

ITEMS:

1. ETFO COLLECTIVE BARGAINING WORKSHOP: FACING MANAGEMENT
2. ETFO PROJECT OVERSEAS 2018
3. ETFO ACTION ON VIOLENCE IN SCHOOLS - BROCHURE
4. WOMEN CHANGE MAKERS
5. PRS MATTERS VOLUME 94 – ALLEGATIONS INVOLVING CAS AND/OR POLICE – WHAT TO DO IF IT HAPPENS TO YOU…
6. PRS MATTERS VOLUME 95 – YOUR SICK LEAVE QUESTIONS EXPLAINED
7. OTIP "TASTE OF ITALY" CONTEST

SO:JD:OR



FACING MANAGEMENT

IT'S EVERYONE'S COLLECTIVE AGREEMENT

ETFO COLLECTIVE BARGAINING WORKSHOP

Are you interested in learning more about engaging with management and collective agreement enforcement?

- Examine roles, rights and effective communication in the union/management relationship.
- Explore communication styles, dynamics/emotions and strategies for conflict resolution.
- Learn to address issues confidently and communicate effectively.

This is an introductory workshop for new Stewards or those who may be thinking about taking on a leadership role. This interactive workshop will also provide participants with the opportunity to engage with an expert keynote speaker as well as a panel of experienced local leaders on best practices.

Saturday, October 28, 2017
9:00 a.m. to 2:30 p.m.
ETFO PROVINCIAL OFFICE
Deadline to register is October 6, 2017

Preference will be given to first time applicants. Remaining participants will be chosen by lot with consideration given to geographic representation. As part of ETFO's ongoing efforts to provide leadership opportunities for members of designated groups, five spaces are reserved for these members.
To register, visit the ETFO Events Management System at events.etfo.org/upcoming-events/ and click on the *Facing Management* tab. Please have your membership number handy.

Expenses are paid per ETFO provincial guidelines for travel, dependant care, meals and double accommodation.

For more information, contact Peter Giuliani, pgiuliani@etfo.org, 1-888-838-3836, ext. 2227 or Kelly Holley, kholley@etfo.org, 1-888-838-3836, ext. 2231, at the ETFO provincial office.

Elementary Teachers' Federation of Ontario
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Fax: 416-642-2424
Website: www.etfo.ca

PROJECT OVERSEAS 2018

Deadline to apply is October 31, 2017



Do you have an interest in learning about other countries and sharing a global perspective with your students and colleagues? Do you have a passion for international development? Are you an experienced educator with five full years of teaching in Canada, who works well in a team, possesses strong curriculum and teaching leadership experience and is also knowledgeable and active in your teacher union? ETFO will sponsor 14 members to participate in *Project Overseas 2018*. If selected, teachers volunteer their time in the summer and ETFO, through the Canadian Teachers' Federation, covers all expenses. Working with teacher organizations in host countries, ETFO members present professional learning with experienced in-country teachers.

Application forms and information will be available in August 2017 at the website listed below. For information on the program or the application process, contact Jim Giles at jgiles@etfo.org, or 416-962-3836 extension 2276.

VISIT → etfo.ca/BuildingAJustSociety/WorldIssues/Pages/ProjectOverseas.aspx

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ETFO ACTION on Violence in Schools

Making our Schools and Workplaces Safe

ETFO's call to action and strategy to address violence in school board workplaces involves many stakeholders and it starts with collaboration, training and accountability.

Your Right to a Safe Workplace

Under the *Occupational Health and Safety Act*:

- Your principal has a duty to provide you with information about the risks of harm from a person with a history of violence. This duty happens if two factors are in place: you can be expected to encounter that person in the course of your work, and the risk of workplace violence from that person is likely to expose you to physical injury. There are limits on the disclosure of this information to what is "reasonably necessary" to protect you from physical injury.
- You may refuse to work or do particular work where you have reason to believe that the work is likely to endanger you. Work refusal is sometimes necessary. If you are a teacher, the legislation limits your right to refuse work due to your responsibilities to the students. If you believe you are being endangered by workplace violence, then report your concerns to the principal right away and get immediate assistance. Contact your ETFO local for advice and support.

Everyone Has a Responsibility Concerning Workplace Violence

ETFO has identified that a lack of compliance to policy and program requirements by some principals and school boards has put a "chill" on reporting, investigating and dealing with workplace violence and serious student incidents. The Federation is working with the government, school board representatives and other unions to improve reporting systems, increase compliance by boards and principals and encourage a stronger health and safety culture with appropriate training within school boards. While these efforts continue, it's important to remember how the reporting system should work.

ETFO Members:

- Under the *OHSA*, ETFO members have specific duties to report workplace violence.
- Under the *Education Act*, ETFO members have specific duties to report serious student incidents. These duties are further described in Ministry policies PPM 144 and PPM 145.
- Should workplace violence cause an injury or illness, an accident/injury/illness report is required. It is just as important to seek medical attention for psychological and emotional harm as it is for physical injury when workplace violence happens.
- Your duties to report workplace violence and serious student incidents cannot be limited by age, needs or other mitigating factors. If you are having difficulties making these required reports, get in touch with your steward or ETFO local as soon as possible to get support.

School Boards & Principals:

- School boards and principals are required to investigate and deal with reports of workplace violence and serious student incidents.
- Both are required to conduct assessments of the risks of violence as often as necessary to continue to protect ETFO members from the risks of harm.
- Both are required to take measures and procedures to control identified risks. In the school setting, these steps could include, for example, a safety plan, a behaviour plan, staffing and supports.

ETFO Support for Members

Contact your ETFO local for advice and suppport at etfo.ca/link/locals. You can also contact ETFO provincial staff in Professional Relations Services at 416-962-3836/1-888-838-3836. For information and resources on workplace violence and serious student incidents, visit etfohealthandsafety.ca.

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ETFO's Action Plan on School Violence

ETFO is pursuing a multi-year strategy to address violence in schools:

- Public relations and lobbying directed at the Ministries of Education and Labour, MPPs, school board and principal organizations to address violent incidents in schools.
- Working with the Ontario Ministries of Education and Labour to improve school board compliance with health and safety legislation and policies.
- Working with Ministry and school board representatives to improve workplace violence reporting and compliance procedures and develop training materials.
- Building an advocacy campaign through ETFO's Building Better Schools community outreach for review of the education funding formula and more funding for special education.
- Working with community groups and providers of children's mental health services to press the government for more support for students with high risk behaviours.

ETFO locals and members have important roles to play in effectively bringing about change. To assist them, the Federation's action plan provides for enhanced education, training and resources for locals and members on dealing effectively with workplace violence.

ETFO Support for Members

Contact your ETFO local for advice and support. Your local can answer questions and provide support if you have challenges dealing with workplace violent incidents. The Federation's Professional Relations Services (PRS) staff are also available to provide support.

Professional Relations Services staff provide advice to ETFO members on a wide variety of topics related to violence and student high risk behaviours in schools. PRS Matters Bulletins on the topic are found on ETFO's main website at: *etfo.ca/link/prsm.aspx*. PRS conferences and workshops such as An Ounce of Prevention and Women's Legal and Health Conferences include content on violence and student aggression.

Your ETFO local and ETFO provincial staff address workplace violence, harassment and serious student incidents through: provincial health and safety workshops; successful reporting and response actions; labour-management relations; Joint Health and Safety Committees (JHSCs); grievance arbitrations; Ministry of Labour investigations and/or police interventions. Through provincial and local collective bargaining, meaningful gains have been negotiated for health and safety.

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ETFO ACTION on Violence in Schools

Making Our Schools and Workplaces Safe

ETFO's call to action and strategy to address violence in school board workplaces involves many stakeholders and it starts with collaboration, training and accountability.

Changes to Make Our Schools Safe

Increasingly, ETFO members are facing violent incidents in schools and workplaces. When workplace violence happens there is a risk of physical and mental harm to both adults and children. Teaching and learning are disrupted and the whole school community can be affected. Educators and students can become fearful at the prospect of violence happening again.

In January 2017, ETFO took the lead and issued a public call to action outlining the steps needed to make our workplaces and schools safe:

- The Ontario government must ensure the necessary funding and resources for special education programs.
- A comprehensive community approach to children's mental health in schools is needed.
- The Ministries of Education and Labour must proactively support school board compliance with health and safety legislative and policy requirements and reporting of incidents.
- A stronger health and safety culture needs to be built within school boards with increased training provided at all levels.

It's going to take a multi-faceted approach by all education partners to ensure that school environments are physically and psychologically safe for the best possible working conditions and learning outcomes for students.

Legal and Policy Requirements

There are a number of legislative and policy requirements that relate to workplace violence and serious student incidents. As identified by ETFO, there needs to be greater compliance by administrators and school boards to these requirements.

WORKPLACE VIOLENCE

The *Occupational Health and Safety Act (OHSA)* sets out several duties for employers such as school boards and supervisors such as principals, for example:

- assessing and reassessing the risks of violence as often as necessary;
- measures and procedures to control the identified risks of violence;
- measures and procedures for summoning immediate assistance when workplace violence occurs or is likely to occur;
- measures and procedures for workers to report incidents of workplace violence to the employer or supervisor;
- setting out how incidents or complaints of workplace violence are investigated and dealt with;
- providing information about a person with a history of violence;
- providing information and instruction about the school board's violence policy and program; and
- taking every precaution reasonable in the circumstances for the protection of a worker.

ETFO ACTION on Violence in Schools

SERIOUS STUDENT INCIDENTS

Under the *Education Act*, a serious student incident is an activity for which a student may be suspended or expelled:

- Ministry policies PPM 144 and PPM 145 set out the reporting procedures for serious student incidents using the Safe Schools Incident Reporting Forms- Parts I and II.
- Such reports must be confirmed in writing by the school board employee to the principal using the Safe Schools Incident Reporting Forms- Part I.
- The principal must investigate the reported incident and provide the board employee with a written acknowledgement using the Safe Schools Incident Reporting Forms- Part II.
- In accordance with Ministry policy PPM 120, school boards have a requirement to collect data on some of the most serious violent incidents for annual reporting to the Ministry of Education.

Your Right to a Safe Workplace

Under the *Occupational Health and Safety Act*:

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- You may refuse to work or do particular work where you have reason to believe that the work is likely to endanger you. Work refusal is sometimes necessary. If you are a teacher, the legislation limits your right to refuse work due to your responsibilities to the students. If you believe you are being endangered by workplace violence, then report your concerns to the principal right away and get immediate assistance. Contact your ETFO local for advice and support.

OHSA Definition of Violence

Workplace violence means:

a. The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
b. An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker; and
c. A statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

WOMEN CHANGE MAKERS

TAKING ACTION FOR SOCIAL JUSTICE

WATCH THE COMPANION VIDEO AT ETFOVOICE.CA



ROSALIE ABELLA

Supreme Court Justice Rosalie Abella was the sole commissioner on the 1983 Royal Commission on Equality in Employment. She sought remedies for workplace discrimination against women, Indigenous peoples, people with disabilities and people of colour. Abella recognized that identical treatment may result in inequality and articulated a notion of equity that acknowledges differences and requires people to take them into account.

CINDY BLACKSTOCK

A member of the Gitksan First Nation, Dr. Cindy Blackstock has 25 years social work experience in child protection and Indigenous children's rights. In 2007, Dr. Blackstock challenged the federal government's discriminatory practices and unjust denials of services impacting Indigenous kids. In 2016 the Canadian Human Rights Commission ruled in her favour. This ruling called for the redesign of the child welfare system and its funding model.

DEENA LADD

For nearly two decades, Deena Ladd has been working to improve wages and working conditions for workers of colour, low-wage workers and immigrant workers who are often the most marginalized and vulnerable. Deena is an organizer with The Workers' Action Centre in Toronto and a strong advocate for workers' rights and the $15 and Fairness Campaign.

THE MISS G PROJECT

Founded in 2005, the Miss G Project — Sarah Ghabrial, Sheetal Rawal, Lara Shkordoff, Laurel Mitchell and Dilani Mohan — launched a campaign to lobby the Ontario Minister of Education to include a gender studies course in the high school curriculum. In 2013, a Gender Studies course was finally added, encouraging students to think critically about how gender roles are constructed and perceived.

CARYS MASSARELLA

Transgender warrior-physician Dr. Carys Massarella joined St. Joseph's Healthcare in Hamilton Ontario in 1997, transitioning while on staff there. She has been both Chief of Emergency Medicine and President of the Medical Staff Association. Dr. Massarella is the lead physician at the Quest Community Health Centre, a transgender care clinic in St. Catharines. Dr. Massarella is a leading expert and advocate for transgender rights.

AUTUMN PELTIER

In Ontario alone, there are close to 60 boil or do not drink water advisories any given month. Most are in First Nations communities. Twelve-year-old Autumn Peltier knows that protecting the water is key to our collective future. An activist fom Wikwemikong First Nation, she has spoken out to everyone from Prime Minister Justin Trudeau to the kids at her school and the Children's Climate Conference in Sweden.

BRIGETTE DEPAPE

Brigette DePape's unprecedented lone protest on the red-carpeted floor of the Senate chamber took place in June 2011, while the Governor General read the speech opening a new Parliament. Disturbed by then Prime Minister Harper's policies, she stood silently holding a sign that said "STOP Harper!" Even though it cost her job, Brigette's action spurred a conversation across the country.

GILARY MASSA

Gilary Massa fought back when her position at the Ryerson University Student Union was eliminated while she was on maternity leave. Filing a human rights complaint and creating a public campaign, she stood up for the human rights of all women by drawing attention to the sexist and illegal practice of removing women from their jobs while they are on maternity leave.

FARRAH KHAN

Farrah Khan picked up a microphone to speak out about sexual assault as a teenager and has not put it down since. She has spent the last seventeen years working to raise awareness of gender-based violence through art creation, education, counselling and community development. Farrah has worked with many organizations to address sexual violence through programs, lectures, workshops and training.

NATASHA HENRY

Not seeing her own experience reflected in the curriculum as a student, Natasha wanted to understand what it meant to be Black in Canada and to locate herself on the Canadian landscape as a person of African descent. She started seeking out the information for herself and as an educator began developing Black Canadian curriculum for Ontario students.

RESEARCH ANY OF THE WOMEN ON THIS LIST FURTHER -- OR CHALLENGE YOURSELF TO CREATE YOUR OWN LIST OF WOMEN SOCIAL JUSTICE HEROES. HOW DO THEY MAKE AN IMPACT? HOW DO THEY INSPIRE YOU TO BECOME A CHANGE MAKER? AND WHAT WILL YOUR CONTRIBUTION BE?

ILLUSTRATION BY GILLIAN GOERZ. PUBLISHED BY THE ELEMENTARY TEACHERS' FEDERATION OF ONTARIO. ALL RIGHTS RESERVED.

ALLEGATIONS INVOLVING CAS AND/OR POLICE
What to do if it happens to you …

Allegations and related investigations can be extremely stressful and isolating. As your union, we are here to support and assist you through the process. Counselling and additional support are also available through your Employee Assistance Plan (EAP) if an EAP is available in your board.

Has someone made an allegation against you?

- Even allegations that appear to you to be frivolous or entirely false can result in CAS and/or criminal investigations. Many can also result in discipline by your school board and complaints to the Ontario College of Teachers or College of Early Childhood Educators.
- At the first hint of any allegation against you that could potentially lead to a criminal charge or investigation by CAS, you should refrain from responding to the allegation or making any statements about it and should instead **immediately** contact the provincial office of ETFO for advice and support.
- If you are still at the school, find a place in the school where you can make a private call to ETFO. Ask your administrator to allow you to use the office phone to make the call, if necessary.

DURING OFFICE HOURS

If you are contacted by the police or the Children's Aid Society (CAS) regarding an allegation made against you:

- DO NOT participate in or consent to an interview.
- Make no statement to anyone regarding the allegation or charges.
- Say, "I am willing to co-operate but I am unable to comment until I contact my Federation and legal counsel."
- Get the name, title and contact information for the police officer or CAS worker who has contacted you.
- Call Professional Relations Services (PRS) at 1-888-838-3836 or 416-962-3836 and state that your call is urgent.

You will be put in touch with the Professional Relations Services (PRS) counsellor on call who will provide you with the necessary assistance, including legal counsel, if deemed appropriate, and contact information for you to access additional support through your EAP if it is available in your board.

"AFTER HOURS" EMERGENCY LEGAL ASSISTANCE

What is an emergency?

- Police are on the scene or on the way.
- You are facing criminal charges for an alleged criminal offense directly related to the performance of your professional duties.
- You are at risk of being arrested and/or incarcerated.

PRS MATTERS

What to do?

Call:

1-888-838-3836 or 416-962-3836

After Hours

- A voice message will provide the necessary instructions to put your call through to an operator. You will be asked a few important questions.
- Where appropriate, a lawyer will be contacted and you will be connected immediately.

Working with School Staff

- When a member is accused of abuse or assault and is either reassigned or placed on leave by the school board, the school steward may be called upon to reassure staff colleagues that due process is being served and that the Federation is assisting the member.
- It is the responsibility of the principal, on behalf of the school board, to provide staff with specific advice for responding to student, parent and media enquiries relating to the colleague who is being investigated or accused of a criminal offense.
- You should refrain from providing any comments on the situation and should instead direct any such enquiries to the school principal.
- If you are contacted by anyone as a potential witness to the alleged conduct, you should contact PRS for advice.

Supporting Your Colleague

- The stress factors on a member facing allegations are enormous and should not be underestimated.
- If possible, staff should attempt to maintain regular communications with the member; this will help reduce the acute sense of isolation and despair, especially if the colleague has been suspended.
- Your colleague will have been advised not to make *any* statements about the allegations or the circumstances surrounding their case and you should be careful not to ask him or her any questions about the case or otherwise encourage a discussion about it. Making such statements, even in confidence, could be detrimental to your colleague's case.
- If your colleague has not yet contacted PRS for assistance, you should urge them to do so immediately and remind them not to make any statements about the allegations until they have obtained advice from PRS.
- You should also remind your colleague that additional counselling and support are available through your EAP if it is available.

For further information contact your local ETFO president or Professional Relations staff in PRS at
416-962-3836 or 1-888-838-3836

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YOUR SICK LEAVE QUESTIONS EXPLAINED

PRS MATTERS

ETFO collective agreements include a sick leave plan for teachers, long-term occasional (LTO) teachers, designated early childhood educators and other ETFO education worker members. This plan provides both sick leave days and short-term disability days.

If you are employed in a permanent full-time position, your sick leave entitlement each school year is as follows:

- 11 sick days at 100% of salary;
- 120 short-term leave and disability plan (STLDP) days at 90% of salary; and
- "top-up" of the STLDP days from 90% to 100% of salary from any of the unused 11 sick days of the previous school year.

Members who hold permanent assignments that are less than full-time have access to a pro-rated sick leave allocation based on their full-time equivalent (FTE) status.

On the first day of each school year your sick leave entitlement is renewed, i.e., your entitlement is replenished to 11 sick days at 100% of salary, 120 STLDP days at 90% of salary and any top-up days from the previous year's unused sick days.

How does the sick leave "top-up" work?

If you used less than 11 sick days during the previous school year, the difference between the 11 sick days allocated and the amount of sick days you actually used will be your top-up days. Each top-up day can be used to increase STLDP days from 90% of salary to 100% of salary.

For example, if you only took one sick day last school year, you would have 10 unused sick days to use for top-up in the current school year. The 10 top-up days would increase your STLDP day payments for 100 days to 100% of salary. The remaining 20 days of STLDP days, if used, would be at 90% of salary. Top-up days are NOT cumulative.

I am an occasional teacher in an LTO position. Do I get sick leave benefits?

Yes. During an LTO assignment with a known end date, members are eligible for 11 sick days per year at 100% of salary and 120 STLDP days per year at 90% of salary, pro-rated to the length of the LTO assignment.

Following ratification of the 2014-2017 Central Agreements, a dispute between ETFO and OPSBA about sick leave was referred to an arbitrator. What did the arbitrator determine?

In October 2016, the arbitrator determined that the sick leave plan in the 2014-2017 Central Agreements for teachers, occasional teachers and for education workers should be revised to address two specific issues:

First, members returning after the start of a new school year from an illness or injury that occurred in the previous school year would be entitled to their full sick leave upon their return for any new sickness or injury but would need to work 11 days at their full "full-time equivalent" position, in order to access their sick leave for a recurrence of the **same illness or injury** that prevented them from starting the school year.

Second, members who are recovering from an illness that occurred in the previous school year, and who can only return to work on a part-time basis, are only entitled to receive sick leave that is pro-rated based on the working portion of the member's day. For example, if a member with a 1.0 full-time equivalent (FTE) position is only able to return to work on a 0.5 FTE basis, the member would only receive half of their sick leave entitlement (that is 11 half sick leave days and 120 half STLDP days) until the member is able to return to full-time employment. The entitlement can only be used for that portion of the day that the member returned.

This revised sick leave language took effect on January 1, 2017.

What does the arbitrator's decision mean for members who need to access sick leave?

For most ETFO members, the revised language does not affect their access to sick leave. On the first day of the school year most members would receive their full allotment of sick days and STLDP days, as well as any unused top-up days remaining from the previous school year.

Does the arbitrator's decision mean I have to work 11 consecutive days at the start of each school year in order to receive my sick leave entitlement?

No, most members should have immediate access to sick leave for any absence due to illness or injury on the first day of the school year.

I had a headache on the last day of the school year and took a sick day. Do I have to work 11 consecutive days the next school year to receive my sick leave?

No, an episodic illness on the last day of the school year does not affect your ability to access sick leave in the next school year. You should receive your full sick leave entitlement if you return to work at the start of the school year.

Who could be affected by the arbitrator's decision and the revised sick leave language?

The revised sick leave language will affect only two groups:

- members who have a continuing illness or injury that spans two school years; and
- members who are returning to work on a gradual basis from an absence due to injury or illness.

If you are experiencing a recurring illness or injury that spans two school years, or anticipate a gradual return to work from an illness or injury, you should contact your ETFO local office or staff in Professional Relations Services at the provincial office immediately to assist you.

The board is challenging my medical documentation. Can the board withhold access to my sick leave?

Many collective agreements set out the conditions under which medical documentation may be requested. Your board may also ask for documentation if it has a reasonable basis to challenge the nature of your absence or return. Your local collective agreement may also specify if the board will pay for this documentation.

Contact your local or staff in Professional Relations Services at the provincial office immediately to assist you if the board is questioning your medical documentation or requesting additional information.

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For further information contact Professional Relations Staff at 416-962-3836 or 1-888-838-3836 at the provincial office.

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un voyage pour 2
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