

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: February 28, 2024
Regarding: Care Days

Collective Agreement Article 11.04 (a) Care Days states the following:

Care Days – A Teacher may be granted up to five (5) days leave per school year with no deduction of sick leave credit(s) where it is necessary for the Teacher to care for a child, parent or partner, or any other family member for which the Teacher is the legal guardian of personal care. This includes paternity leave and adoption.

If a Teacher is asked for details regarding use of a care day, the appropriate response is that the care day has been taken for the purpose of providing care for a child, parent, partner, or family member as intended and within the prescribed limits.

Principals are not entitled to a Teacher's medical information. Principals are not entitled to the medical information of a Teacher's family.

All Teachers are reminded that:

- Care days are an entitlement that survived Bill 115, local bargaining, and were upheld by arbitration.
- Use of a care day does **not** require the approval of the employer at the school or district level.
- Access to care days is through TVARRIS as per past practice.

For more information regarding this *Communiqué* please contact the Local office by phone at 519-474-3150, or by email at etfotvtl@etfothamesvalley.com