

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: December 2, 2024
Regarding: **Inclement Weather**

Inclement Weather

- Safety should be a priority for Teachers when deciding whether they are able to report to work on inclement weather days. Teachers are reminded of the following Articles in the Collective Agreement.

Article L11.04 (b)

Act of Nature – A teacher who is unavoidably absent due to a local act of nature over which no one has control may be granted up to three (3) school days leave per school year with no deduction of sick leave. A Teacher may apply in writing to the Associate Director, Organizational Support Services or designate for an increase in the maximum allowable days under this section. It is understood and agreed that a “local act of nature” is an act of nature that occurs within the geographic area between the Teacher’s home address and the school or worksite of said Teacher.

It is understood as agreed to under the Central Agreement Letter of Agreement #8 that the combined maximum number of days for care days and act of nature days is five (5) days per school year. The days shall not be used to the purpose of sick leave nor shall they be accumulated from year to year.

Article L15.10 – *with no deduction of salary or sick leave credits*

A Teacher who is delayed by local weather and/or road conditions but arrives at school as soon as possible during the regular school hours of that day will **not** have a salary deduction made. It is the Teacher’s responsibility to notify the Principal, Supervisor or designate of the situation as soon as possible. “Local” means within the geographic area between the Teacher’s home address and the school or worksite of said Teacher.

- Teachers should use good judgement when deciding whether they are able to report to work due to inclement weather conditions. Check the Thames Valley District School Board website for school bus delays/cancellations. For updates on road conditions listen to local radio/television stations, and monitor Ministry of Transportation and OPP websites.

School Disruptions

- If a school is declared closed before the start of the regular school day Teachers are not required to report for duty. If the school is closed within the school day Teachers will receive further instructions and will normally be excused from further duties for the balance of the day.

School Disruptions Resulting in Unsafe Working Environment

- Inclement weather or other factors may result in disruptions within the school, such as loss of power. If these disruptions persist the conditions in the school may deteriorate to the point where an unsafe working environment is created (as per the Occupational Health and Safety Act). In this case you should consult with your Workplace Steward and/or Health and Safety Representative. Notify the ETFO Thames Valley Teacher Local office as soon as possible so that we can advise you on how to proceed should the situation not be rectified in a timely manner.

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