

To: ETFO Thames Valley Teacher Local Members
From: Mike Thomas, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 10, 2025
Regarding: **Fall Long Weekend**

Dear ETFO Members,

As we head into our fall long weekend, I want to take a moment to thank you for everything you've done so far this school year to make our profession incredible — and what a start it's been! Between staff meetings, professional development days, meet-the-teacher events, Workplace Stewards' Meetings, sports, clubs, and school reorganizations, you've also been busy getting to know your students, writing and implementing IEPs, completing diagnostic assessments, juggling timetable and supervision changes, and managing a *plethora* of other tasks that September and early October always seems to deliver. Through it all, you've continued to support your students, colleagues, and school communities with energy, compassion, and professionalism — and that deserves real recognition.

That said, it's time to hit pause — even teachers deserve a break from emails, lesson plans, and “just one more thing” before Tuesday. This long weekend, I hope you take the chance to recharge: spend time with family, friends and loved ones, enjoy the fall colours, and do something that helps you breathe a little easier. Your mental and physical health matter — and sometimes the most productive thing you can do is *not* be productive.

Our Collective Agreement supports this balance. Under **Letter of Understanding #7 – Communication Protocol**, the Board and Teachers have agreed to be respectful of non-work hours. From **Friday at 6:00 p.m. until Sunday at 6:00 p.m.**, every reasonable effort should be made to limit communication. Teachers have the right not to respond during this time (except in exceptional circumstances like emergencies, inclement weather, or TVARRIS being inoperative), and there will be no reprisal for choosing not to reply.

So please — close the laptop, silence the notifications, and let your out-of-office message do the heavy lifting. Take time to rest, laugh, and connect with the people and activities that fill your life with joy.

So, on behalf of myself and your released team here at ETFO Thames Valley Teacher Local – Wishing you a relaxing and well-deserved break,

Mike Thomas, President



For any questions, concerns, or simply a friendly chat, the Local ETFO Office is only a phone call away at 519-474-3150 or an email to etfothamesvalley.com - we're here to help.

c. Released Executive, ETFO Thames Valley Teacher Local