LOCAL MESSAGE

To: ETFO Thames Valley Teacher Local Members
From: Mike Thomas, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: October 19, 2026
Regarding: **Inclement Weather**

Safety First (Always!)

We know that icy roads, heavy fog, or unexpected snowstorms are nobody's idea of fun, especially when you're balancing concern for your students and your own well-being. Your safety is our top priority. You are the ultimate judge of your own safety, and are encouraged to use your best judgment when deciding whether it is safe to report to work during inclement weather. Remember, this applies to **current weather conditions**, not predictions of what might happen later.

If You're Delayed or Unable to Attend:

If travel is unsafe, you have **two exclusive options**:

Attempt to Attend Later: Notify your principal that the weather and roads are hazardous, but that you will attempt to make it to school when conditions improve. Keep them updated throughout the day. If you arrive before the end of the school day, there will be **no deduction** under Act of Nature. Clear communication ensures student supervision and supports your safe arrival.

OR

Record as Act of Nature Immediately: If it is too dangerous to attempt travel, you may immediately record the day in TVARRIS as an **Act of Nature Day**. No attempt to attend school is required in this case - your safety comes first.

Note: Any Act of Nature Days entered into TVARRIS prior to system closures due to extreme weather have previously been returned. Let safety be your guiding metric when deciding which option applies.

Relevant Policy Highlights:

L11.04 Act of Nature: Teachers unavoidably absent due to a local act of nature may be granted up to **three (3) school days per year** with no deduction of sick leave. Requests for additional days can be made in writing to the Associate Director, Organizational Support Services (or designate). “Local” refers to the geographic area between your home and your school/worksite.

Combined Maximum: As per Central Agreement Letter of Agreement #8, Care Days and Act of Nature Days together cannot exceed **five (5) days per school year**. These are not sick days and do not carry over year to year.

L15.10 Delays: Teachers delayed by local weather or road conditions who arrive as soon as safely possible during regular school hours will **not have salary deducted**. Notify your Principal, Supervisor, or designate as soon as possible.

In short: If the weather looks like it belongs in a disaster movie, don’t risk it. Communicate clearly, choose the option that keeps you safe, and log your Act of Nature Day if needed. Your students, and your car, will thank you.

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.

Your Released Team
ETFO Thames Valley Teacher Local



c. Released Executive, ETFO Thames Valley Teacher Local