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Memo #8

Date: November 4, 2020

To: Members

Re: **Inclement Weather; Violence and Harassment Survey; Inspiring Leadership**

Inclement Weather

It is that time of year again, where driving conditions are often altered because of the ice and snow on our roads. Please ensure that you take the time to read and fully understand the rights that you have as outlined in our Collective Agreement, in regard to Inclement Weather.

The process for the cancelling of transportation for **students** has no bearing on our understanding of the inclement weather protocol outlined in Article 10:01 of our current collective agreement (**see language below**). Some members believe that it must be a student bus cancellation day for a teacher to ARC in Inclement Weather, although these days are often tied together, they are not one in the same. We have many members who travel long distances daily to report to work and must drive through various weather zones in the process. Therefore, if road conditions are such that it is impossible for you to get to work, you may use the ARC system to notify your administrator – regardless if buses have been cancelled. But if road/weather conditions improve – in relation to time of day, and distance – then you are expected to make your way to work.

There are a variety of different driving comfort levels; it is not up to others to pass judgement. The decision on road conditions is up to the individual teacher, not bus zones, administration or colleagues. I have provided Article 10:01 for you to review, if the winter weather will impact your ability to get to work.

Realize that if a teacher has used the ARC system indicate *Inclement Weather Working from Home*, or *Working at the Nearest Board Location*, there is an expectation that teachers proceed to their assigned school/workplace **if the road/weather conditions improve in relation to time of the day and distance needed to be traveled.**

10:01 Inclement Weather

Schools remain open for service to students during inclement weather conditions, including such circumstances when bus service to schools is cancelled. Schools may be closed only under the sole authorization of the Director of Education.

- A. No deduction of salary or sick leave will be made if weather conditions make it impossible, in the opinion of the Teacher, to reach their assigned school. The Teacher shall make an effort to reach the nearest school within the jurisdiction of this Board if they feel it is safe to do so.
- B. Teachers are to use the ARCS call-in system in order to advise the Board of their absence due to inclement weather and indicate **if they are at home doing school related work or if they will be working at the nearest Board location.**
- C. **In the event that road and/or weather conditions improve, the Teacher shall proceed to their assigned school if appropriate in relation to time and distance.**
- D. It is the Board's expectation that any Teacher who is unable to make it to their workplace, will be either at home doing school related work or working at their nearest Board location. Where there is clear evidence of non-compliance with any of the above, the Superintendent of Schools, in consultation with the principal, shall determine if the day's absence shall be deducted from salary.

Although the decision on whether a teacher feels that it is impossible to reach their assigned workplace, rests solely on the "*opinion of the teacher*", the Board does have the right to ask what school related work has been done, if a teacher has used "Inclement Weather – Working from Home". **(This direction came out of a grievance settlement with the Board).** Teachers should only be asked for this type of information upon their return to work.

If teachers are concerned about the weather at the end of the day, they should communicate their concern to their principal once they arrive at school. The Director of Education has, in the past, communicated to administration that staff can make their way home early due to poor travel conditions.

Experiences of Workplace Violence and Harassment with New CLC National Survey

Researchers hope findings from this survey will help **inform effective strategies** to prevent and respond to incidents of workplace violence and harassment, beyond the legislative minimums currently in place.

Wide participation is encouraged

The *National Survey on Harassment and Violence at Work in Canada* was launched October 21 and is being conducted by the Canadian Labour Congress (CLC) with researchers at Western University and the University of Toronto. This survey follows an earlier collaboration by the CLC and researchers at Western University to conduct the first ever Canadian survey on [domestic violence in the workplace](#).

The current survey will help **assess the prevalence of workplace violence and harassment**, but with a special focus on **workers who are marginalized** due to their social location and/or their precarious employment status. It will also examine the links between sexual harassment and other forms of violence in the workplace and examine any **effect the COVID-19 pandemic** may have had on worker experiences.

Participation in the survey is voluntary, confidential and anonymous. Anyone 18 years or older who has been employed in the last 12 months can participate. The survey will be **available online for six months** and will take about 10 to 15 minutes to complete.

Complete the online survey [here](#).

Inspiring Leadership in Today's World

Johnson Insurance hosted an evening with [Stuart Knight](#), award-winning entrepreneur, critically acclaimed author and hit producer.

Through captivating insight and hilarious stories, Stuart will share lessons he has learned along the way to help those in the education sector make the right decisions, reach your goals, and thrive during a crisis.

[Play recording](#) (1 hr 26mins)

If you have any concerns, please contact the Unit office at 705-733-9625 or 1 800 558 4815