A Message from the President…



Dear Members,

As we recognized World Teachers' Day earlier this week, I want to take a moment to acknowledge the important work our members do every day. Occasional Teachers play an essential role in keeping our schools running and supporting students across Waterloo Region. Whether you are working day-to-day assignments, covering short-term absences, or taking on an LTO, your professionalism, flexibility, and commitment make a difference. Thank you for everything you do!

I also want to acknowledge that it has been a slow start for many Daily Occasional Teachers. I know that fewer available assignments can create significant uncertainty and financial stress, particularly when you are ready and willing to work. We continue to hear members' concerns about the availability of work, and we will continue to raise these issues with the Board. Your ability to access available work will remain an important priority for our Local.

At the same time, we are entering what will be an important and challenging period for our Local as we prepare for the next round of Collective Bargaining. Our Collective Agreement expired on August 31st, 2026, and the work of preparing for bargaining is well underway.

Bargaining will require more than a strong bargaining team. It will require member engagement, solidarity, and a willingness to stand together! The strength of our Collective Agreement comes from our collective voice. As we move through this process, I encourage every member to stay informed, participate in bargaining activities, and share your experiences and priorities with us.

I also encourage all members to attend our Fall General Meeting on October 20th, 2026. We will be joined by David Mastin, President of ETFO Provincial. He will bring greetings and be available to hear any comments or answer questions about bargaining. I encourage all members to take this opportunity to share their thoughts and feelings about what priority ETFO should put on OT issues.

Continue to stay connected, both with the union and each other. We are stronger when we are together! Please do not hesitate to reach out at any time.

In solidarity,

Marsha Auxilly

President, WROTL

In this Newsletter…

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2. Update your Information with WROTL
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Note: due to the length of this newsletter, some email carriers (particularly google) may clip the message. Please ensure you read to the bottom so as not to miss any important information.

WROTL Fall General Meeting



Join us for this year's Fall General Meeting!

We will be honouring long service members, voting on the final budget, receiving Executive/Committee reports and holding a by-election for the open Executive Member at Large position.

President of ETFO Provincial, David Mastin, will be joining us to discuss all things bargaining!

This is a great opportunity to share your thoughts and opinions on what is important to *you* heading into this round of negotiations.

Tuesday October 20th, 2026

4:45pm

ETFO-WR Office

610 Wabanaki Dr, Kitchener

The evening meal will include shawarma, rice, fattoush, hummus, pita bread and falafel!

Register for the Meeting Here!

WROTL By-Election

Nominations for the open Executive at Large position closed Wednesday October 7, 2026 at midnight.

The elections chair, Lisa Tonner, has provided the following list of candidates to be elected at our Fall General Meeting on October 20, 2026:

Fureshteh Farahdel

Irena Juchnik

Annemieke Terhaar

Stay Informed

Ensure your contact information with WROTL is up-to-date!

Have you recently changed your personal email address? Not sure if we have your current phone number? Do you know a colleague who didn't receive this email? To keep you informed about bargaining and all other WROTL information we need to ensure we have your updated contact information!

Please pass the link on to a colleague who may not have received it.

Click here to update your current contact information!

October 26 PD Day

Direction for those in an LTO



October 26, 2026 the locally negotiated ETFO PD Day. All LTOs will be expected to report to their school site for their normally scheduled hours. All ETFO staff will come together for a short gathering. The rest of the day is for self directed professional activities. School stewards will receive more details soon about the structure of the short meeting.

Please reach out to the school steward to confirm the time of the meeting at your school site.

If you have any questions about your obligations, please reach out to the Local - 519-571-0222 or wrotlocal@wrotl.ca.

Municipal Elections - Trustee Candidate Recommendations

WROTL is proud to be part of Together in Education (TIE). TIE is a coalition of education unions across Waterloo Region working together to strengthen public education and our communities.

This municipal election, TIE is making collective recommendations for school board trustees across the WRDSB and WCDSB. Trustees make decisions that directly impact students, schools, families and education workers.

Election Day: October 26th, 2026

Be informed, check out TIE's recommendations, and make your vote count!

Together, we have a stronger voice for public education.

Please click on the links below to see the candidate recommendations for each riding (both public and catholic).

WRDSB (Public) Ridings:

Kitchener

Cambridge

Woolwich/Wellesley

Waterloo/Wilmot

WCDSB (Catholic) Ridings:

Kitchener/Wilmot

Waterloo/Woolwich/Wellesley

Cambridge

Update your QECO

Are you a new graduate? Did you complete any AQs over the summer?

If you moved QECO levels or you have never submitted a QECO level to the board before remember to apply for an evaluation as soon as possible. It can take months before you get a response. Our Collective Agreement allows you 5 months from the start of an LTO assignment to send in your updated QECO level and be retroactively paid from your start date. Find out more in our Collective Agreement on pg 55.

For more about QECO visit their website at qeco.ca

Mandatory Health & Safety Training



Those in a Long Term Assignment (LTO) were provided time to complete the training on the first PD Day in September. Anyone who is in a partial LTO may also fill out the form for any hours they worked **OUTSIDE** their FTE to complete the H&S Training.

Occasional Teachers who are working in daily assignments will need to complete a Google Form to request pay from the Board for time spent doing the training. Please indicate on the form that your "bargaining unit" is **ETFO Teachers, and the number of hours to complete the training should be at least 5 hours or more.**

To access the form, ensure that you log on with your WRDSB account. Please note that the "completion date" you select on the form will be the day you are paid for. Ensure that you choose a date on which you have not already worked.

Click Here to Report the Completion of Your Training to be Paid!

Act Now to Protect the Right to Strike!



A Message from the Waterloo Regional Labour Council:

The federal government is pushing for new powers *to shut down legal strikes*! We can still stop them, but we need to dial up the public pressure. The more pressure we build now, the harder it will be for MPs to ignore us when they have to decide whether to support these changes. The government is moving quickly, so we need to move fast too! Will you book a

meeting with your local MP to raise your concerns before it's too late? When you click the button below, you'll be taken to a page that will connect you with your local MP's office. It's easy, and it's effective.

Call Your MP

Collective Bargaining Corner



To remain on the OT roster for the 2026/2027 school year, ***you must complete 25 occurrences before June 15th.*** If you have been approved for a leave, your occurrences are prorated based on how much of the year you are available to accept work.

What counts as an occurrence:

- each day in an LTO
- one job number for daily OT work
    - Note: if you accept separate jobs for the AM and PM (even if at the same school) they count as two separate occurrences. Different job numbers mean different occurrences!
- Multi-day assignments with one job number - each day counts as an occurrence

If you have any questions about taking a leave of absence from the WRDSB/ OT roster please call or email the office at 519-571-0222 or wrotlocal@wrotl.ca

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Student Medical Procedures and Documentation

Long-Term Occasional Teachers (LTOs) should not be independently engaging in medical procedures or collecting, recording, or maintaining medical documentation or health information about students.

LTOs should also not download or use apps, software, or other digital tools that collect, store, or transmit student medical or health information. If you are being asked to administer a medical procedure or track student medical information, please reach out to the union.

You inspire us to serve you better, at work, on the road and at home.



You dedicate your life to helping others, and we dedicate ours to protecting you with complete insurance solutions built for the education community.

Get a quote to receive a $20 gift card!

Why OTIP?

· OTIP has been an advocate for the education community for nearly 50 years

· As a not-for-profit broker, our revenue is invested back into the community through a variety of support programs and services

· Save up to 25% on car insurance, and up to 50% on your home insurance when you bundle your home and auto with OTIP*

- Comprehensive and affordable coverage for motorcycles, boats, RVs, ATVs and more
- Access to our in-house claims experts, Curo Claims, available 24/7, 365

* Restrictions apply. For more information, please see our Privacy Policy.

🗓️ **Upcoming Events**

For registration information regarding any upcoming events, please click here.



October 2 - Pay Day!

October 12 - Thanksgiving (no school)

October 16 - Pay Day!

October 20 - Fall General Meeting

October 21 - ECE Appreciation Day, Sign Making Event

October 24 - ETFO Regional Rallies (London)

October 26 - PD Day, Ontario Election

October 27 - New Members Meeting

October 30 - Pay Day!

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update your preferences or unsubscribe