



















WHAT'S REALLY PROTECTING YOU?

Some think the law protects everyone in Ontario equally, so collective agreements are no longer necessary. Think again. The *Employment Standards Act* includes exemptions that result in fewer protections at work for teachers and occasional teachers. ETFO collective agreements correct this inequity created by legislation.

Employment Standards Act		ETFO Collective Agreements
 Teachers and occasional teachers are NOT entitled to minimum wage.	 WAGES	Your collective agreement ENSURES a salary that reflects your professional status. 
 Teachers and occasional teachers are NOT entitled to rest periods or breaks.	 BREAKS	Your collective agreement ENSURES you get prep time to support your teaching. 
 Teachers and occasional teachers are NOT entitled to a lunch period.	 LUNCH	Your collective agreement ENSURES you get daily lunch breaks. 
 Teachers and occasional teachers are NOT entitled to public holidays.	 PUBLIC HOLIDAYS	Your collective agreement ENSURES you don't have to work on public holidays. 
 Teachers and occasional teachers are NOT entitled to limits on hours of work.	 HOURS	Your collective agreement ENSURES there are limits to instructional and supervision time. 
 Teachers and occasional teachers are NOT entitled to the same personal leave provisions as other workers.	 PERSONAL LEAVE	Your collective agreement ENSURES you have access to personal leave days. 

**UNITED
INCLUSIVE
STRONG**
ETFO COLLECTIVE
BARGAINING 2019



**YOUR COLLECTIVE AGREEMENT PROTECTS YOU,
EVEN WHEN THE LAW DOESN'T.**

**That's why your support for ETFO when it bargains
strong collective agreements is so important.**

To find out more about ETFO's 2019 round of bargaining visit: etfocb.ca