



**One profession.
One union.**

This fall, Early Childhood Educators and elementary teachers will work side by side in classrooms across the province in the first phase of the exciting new Early Learning Program. Full-day kindergarten will provide a solid foundation for the future of Ontario's four and five year olds.

Teachers and Early Childhood Educators are the professionals who will make the new program happen. Team-building, and a shared understanding of the nurturing environment in which young learners thrive, will be key.

The Elementary Teachers' Federation of Ontario (ETFO) is undertaking a unionization drive for Early Childhood Educators who work in the public elementary and Catholic elementary systems.

Why should Early Childhood Educators join ETFO?

ETFO understands the elementary environment, and in particular, the environment inside those elementary classrooms. Working with young children is a unique and rewarding job. ETFO understands the daily challenges that come with it.

ETFO represents 76,000 elementary educators – the largest educators' union in Canada. It makes sense to belong to a union that knows and works with elementary educators.

Membership in ETFO offers many benefits.

Unions provide protection, service and support to their members. The provincial and local offices of ETFO and all of our elected officers and staff have a single purpose and focus – to provide the best possible service to elementary educators.

Expertise in early learning

ETFO has developed print and video resources, and specialized training devoted to the new Early Learning Program – materials by elementary educators, for elementary educators.

Professional development

ETFO is acknowledged worldwide for its expertise in programs tailored to the particular needs of elementary educators; we offer training in many areas including classroom management, special needs and various aspects of the Ontario curriculum.

Women's programs

In addition to membership-wide programs, ETFO has numerous workshops and services designed just for women, including financial management, anti-violence initiatives, leadership development, and assertiveness training.

Equity and social justice

ETFO's resources, conferences, workshops and outreach in areas such as poverty, racism and homophobia are second to none.

Collective bargaining

ETFO has the experience and expertise in negotiations to achieve salary increases, insured benefits, workload protection, access to paid pregnancy, parental and other leaves, and protection against discrimination, harassment and unjust discipline and dismissal.

Legal protection

ETFO provides legal assistance and other supports for members facing allegations, including complaints filed with the College of Early Childhood Educators.



Unionized status gives ECEs the right to be heard and recognized. This sense of empowerment will improve the economic status and recognition of our sector. With membership in a professional union ECEs will have a voice and a place alongside other educators.

Dr. Diane Kashin, RECE, ECE.C
 Coordinator and Professor,
 Bachelor of Child Development
 School of Early Childhood Education
 Seneca College, King Campus



The teaching team in the new early learning program requires a partnership between early childhood educators and teachers. The Elementary Teachers' Federation of Ontario provides early childhood educators an opportunity to join a federation of educators that supports professional development, advocates for high quality public education and supports improved working conditions for its members.

By joining ETFO, early childhood educators working in schools will be in a better position to establish a seamless professional partnership with other educators.

Zeenat Janmohamed,
 Atkinson Centre at OISE/UToronto

Why choose ETFO rather than another union?

Other unions are also involved in organizing campaigns. But before you sign a card with any other union, please take the time to make an informed choice. Find out more about ETFO – a union of dedicated, elementary-only, professionals.

Call 1-888-838-3836,
 and ask for a member of
 Your ECE Team, or go to
www.yourECEunion.ca.

