

Working Conditions

Workload: An occasional teacher replacing an absent teacher on the third consecutive day assumes the timetable of the teacher being replaced (current practice) an occasional teacher replacing an absent teacher for less than 3 consecutive days: Effective September 1, 2006 - a full day workload consists of three teaching periods plus up to one half period of other professional duties (currently a teacher can be assigned 4 teaching periods). Effective February 1, 2007 - one teaching period and no other assigned duties constitutes one-third of a day two teaching periods and up to one-half period of other professional duties in an adjoining period constitutes two-thirds of a day (currently two teaching periods equals one-half day) a full day absence by any one teacher shall not be split into two separate occasional teacher assignments (September 1, 2006 - January 31, 2007) call-out errors - employee must be notified at least 3 hours prior to the cancellation of a job otherwise employee is entitled to one-half day's pay (effective February 1, 2007 - 2/3 day's pay)

Job Security: It is guaranteed that members currently working and holding qualifications in both the elementary and secondary panels will continue to have access to work in both panels. The Bargaining Unit President and Executive Officer of HR will review hiring practices of occasional teachers to LTO and permanent contract positions prior to August 31, 2007 (allowable period to remain on the occasional list while not working increased from sixty days to ninety-five days)

Other: Occasional teachers are no longer responsible for securing recommendation from a principal prior to the completion of the probationary period – member will submit Probationary Experience form listing dates worked at the completion of the probationary period Record of Employment to be provided to the employee within 10 days of a written request (letter or email) 10 sick leave days may be carried forward from one LTO assignment to another within the same school year best practices of schools with regard to information packages provided occasional teachers to be reviewed and communicated to all schools payment for the Bargaining Unit President to attend meetings called by the Board elimination of the supply coordinator position in two schools to ensure that all call-outs are done by the electronic call-out system Bargaining Unit President to be informed, in writing, when a disciplinary or adverse report is removed from a member's file changes to occasional teacher lists to more easily identify new additions/deletions to the list

WORKING CONDITIONS: Article 18 of Collective Agreement

OSSTF Rights and Responsibilities

Rights

OSSTF members have all of the democratic and human rights of Canadian citizens and union members. Some key professional rights featured in the OSSTF constitution include:

- the right to participate in the union, attend meetings, vote, stand for office, etc .
- the right to exercise professional judgment
- the right to fair and equitable treatment from employers
- the right to fair evaluation
- the right to fair representation by the union

Responsibilities

OSSTF members must:

- comply with the constitution, bylaws and policies of OSSTF. These may be found in the OSSTF Handbook and Policies and Procedures Manual available on the Provincial website;
- uphold the OSSTF pledge and statement of ethics (see OSSTF Handbook);
- act in accordance with the Principles of Professional Conduct (see OSSTF Handbook);
- support their negotiators and participate in all strike activities voted on by the majority of members;
- on making an adverse report on another member, give that member a copy within 3 days (except for reporting suspected child abuse under the Child and Family Services Act).