

# Bulletin

## OSSTF Gives Notice Bargaining Takeover

The OSSTF Provincial Executive has decided to place all OSSTF local negotiations under provincial office responsibility given the current political climate.

The Chair of the Halton District School Board has been notified in a letter dated April 16 that, as of Wednesday, April 11, 2012, all OSSTF/FEESO bargaining units were placed under "Provincial Responsibility for Negotiations" by the OSSTF Provincial Office.

In Halton, the Teacher Bargaining Unit Negotiations Team will consist of the following: Earl Burt, OSSTF Treasurer, Bob Fisher, OSSTF Executive Assistant, Brad Fisher, District 20 TBU President, Jim Young, District 20 TBU Chief Negotiator, and two Teachers' Bargaining Unit members.

### June Exam Protocols Released

Board protocols to be followed in schools for the June exam period have been released which address the concerns the Union raised.

The five exam days are June 21st to June 27th. The deadline for marks is Thursday, June 28th at 8:30 AM. School administrations should not be requiring that performance tasks occur at the very end of the course.



**OSSTF Treasurer Addresses District**

*Over 300 OSSTF members attended the District General Meeting on March 29 to hear Earl Burt, OSSTF Treasurer, present a provincial negotiations update.*

## Unfair Labour Practice OSSTF Files Complaint

### **OSSTF Cites Political Interference**

The Provincial Executive has instructed our legal counsel to proceed immediately with filing an unfair labour practice complaint at the Ontario Labour Relations Board against the Minister of Education as a result of the ongoing political interference in our free collective bargaining process.

The Minister of Education recently sent letters to the board directors and chairs ordering them to adhere to bargaining salary grid freezes, and changes to retirement gratuity and sick days. They also stated their intent to make changes to public sector pension plans.

## Surplus Declarations Unprecedented as 155 Issued

The Halton District School has sent out 155 (110 FTE) surplus letters. This is, according to those with long memories, unprecedented in Halton. There are currently 1370 HDSB Secondary Teachers.

Last week's Internal Ad 2 had only 24.3 FTE in 147 sections scattered across the system. A senior principal has pointed out, the board's new policy of backfilling leaves as LTO's and reserving them for system wide surplus issues is impractical as there won't be as many viable full time jobs.

Surplus placement is on April 25, with excess to region being declared April 30. The quagmire that may develop around 'bumping' will be unpleasant to say the least. It is very possible that there are teachers currently left unscathed by the declarations who will find themselves displaced at the end of the month.

## TBU Annual General Assembly

***Tuesday, April 24th***

**4:30 – 7:00 p.m.**

**Galaxy Club**

**475 North Service Rd E, Oakville,  
ON**

**See your Branch President to sign up as a delegate!**

## Decided To Retire?

### WHAT YOU NEED TO KNOW

You must notify the Board in writing of your intent to retire. If you plan to retire June 30th, your letter must be received by April 30th. Retirement at any other time is by mutual consent only. However, the Board cannot unreasonably refuse to accept a retirement.

The letter is addressed to Debra McFadden, Executive Officer of Human Resources, J.W.S. Centre with a copy to Brad Fisher, TBU President, O.S.S.T.F., District 20 Halton. You will receive a letter of confirmation from Human Resources.

Some of the issues to look into include:

#### **1. The Retirement Gratuity Plan**

Questions concerning your individual gratuity circumstances should be directed to Kelley Terry, Senior Manager of Human Resources (Ext 3287 or e-mail )

#### **2. Retirement Gratuity Payment**

One lump sum (September or January); two lump sums (September and January); partial lump sum and RRSP deposit; and rollover of total gratuity into a RRSP. When the gratuity is transferred into a RRSP the payment of tax is deferred.

#### **3. HDSB Life Insurance Conversion**

Life insurance conversion: teachers may convert up to \$200,000 of Group Life Insurance to Individual Life Insurance within 31 days after termination of their employment.

#### **4. Extended Health and Dental Benefits**

For more retirement information go to <http://www.osstfd20.ca/bargain.htm> or contact John Watson, TBU Health and Benefits Officer, 905-332-1228.

## Key Staffing Dates...

- **April 25** Meeting with Principals to place remaining surplus staff, voluntary transfers and exchanges. Union representatives will attend. (1 p.m. – JWS – Board Room)
- **April 26** Top Up Ad  
Part time vacancies available after surplus placement will be advertised in a separate top up advertisement available to all part time Teachers. Part time Teachers will be eligible to apply for these vacancies in order to increase their contract status. Part time Teachers who registered their request for increases with the Executive Officer of Human Resources by March 1, 2012 will be guaranteed an interview for vacancies for which they apply and are qualified. Interviews will be granted by Principals for all other candidates who apply to these vacancies based on qualifications, but the Principal has the right to shortlist the number of qualified candidates to be interviewed to five (5).
- **April 30** Last day for notification to Board of intent to retire as of June 30th
- **April 30** Surplus Teachers are notified of their current status: excess to region; remain surplus to school and have been tentatively assigned to another school. Additional excess to region staff identified, due to program needs (not previously declared surplus)
- **April 30** Top Up Ad closes
- **May 1 - June 30** Vacancies shall be filled, if possible, by a Teacher who is excess to region

## OSSTF District 20 Teachers

**3410 South Service Road, Burlington L7N 3T2**

Brad Fisher, President

Jim Young, Chief Negotiator

John Watson, Health and Benefits Officer

Lorie Wiersma, Executive Assistant

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