

Bulletin



OSSTF Annual Report featured this picture of OSSTF District 20 flags massed at the August 28, 2012 Queen's Park Rally.

Staffing Process: Key Dates in April

Please note that teachers who are currently on the potentially redundant list will re-enter the staffing process after May 1st.

April 11	Internal Ad #2
April 15	Internal Ad #2 closes
April 15	Teachers receive written notice of surplus status
April 17	Deadline for surplus teachers to return placement preference form
April 24	Surplus placement meeting
April 25	Normal date for top-up ad. Ad will not be posted, due to potential redundancies.
April 30	Last day for notification to Board of intent to retire as of June 30th
May 1	Process to fill vacancies with potentially redundant teachers begins

Provincial Vote April 12-18

Your Choice: Improved Terms or Broten's

On January 3, 2013 Broten slammed the door shut on the collective bargaining process and imposed terms... the final chapter was written... or so she thought.

The education sector was resolute in its withdrawal of voluntary services. Locally the Halton Board acknowledged the virtual shutdown of extra-curriculars.

The new government under Kathleen Wynne, with a new Minister of Education, Liz Sandals, agreed to reopen negotiations to restore labour relations, to look to modifications to what had been imposed, and to look to building a collective bargaining process that will avoid the mess of this past year.

There are improvements.

1. OSSTF has negotiated a sick leave plan that is arguably better than the one that relied on an accumulated sick bank. Each member will have 11 sick days @ 100% pay plus 120 short term sick days per year @90-100% pay, renewable at the start of each work year.... **131 days per year!**
2. The proposed agreement removes one of the 3 unpaid days (a 1.5% decrease in pay) called for under the imposed terms for next year and makes it possible to have no loss of pay for next year.
3. The Voluntary Leave of Absence Program gives teachers the right to take up to 5 unpaid days through the year. A great plan for those wishing to travel in the off-season.

However, there are problematic areas that the government did not remove from their imposed terms:

1. OSSTF has been required by the government to create a Provincial LTD Insurance plan that will see Halton teachers' premiums rise from the local rate of \$42 per month to \$96 per month over 3 years. Our rates are currently the lowest in the province.. This imposition is now law and will exist no matter what the result of the vote.
2. Although the payout for those who did not qualify for a vested Retirement Gratuity was increased, many members are still dissatisfied with the payout terms. OSSTF was unsuccessful in swaying the government to do more than to increase the payout.

But let's be perfectly clear...if you are feeling 'screwed over' by the imposed terms, it is the government that is seeking to reduce your wages and benefits, not OSSTF. (See OECTA page 2)

OECTA Deal Dug a Deep Hole (from page 1)

The OECTA Deal dug a deep hole from which to recover.

This not Collective Bargaining in its traditional form. OSSTF has been placed in the position of mitigating damages for the members.

Is what happened this year just? Hell no! Fair? Hell no! Will the Fight continue? Hell yes!

The Ontario Superior Court begins the hearings on our court challenge in October. This court challenge is based on the facts filed back in the fall. The fact that the Ontario government used a constitutionally challenged law against its citizens, and then had it disappear, begs judicial examination right up to the Supreme Court of Canada.

Some of the membership may want to reject the deal on principle, to send a message to the government or OSSTF to go back and get a better deal. That is their right. But be very clear that there will be no further negotiations.

Life is about choices. OSSTF has brought back for your consideration the best it could get from the government. The government has made it very clear that there will be no further negotiations.

The term of this agreement ends August 31, 2014.... We will be back at it... and maybe even in for tougher times.

OSSTF is giving you the democratic right to choose. The question you have to ask yourselves is whether you want to start in the next round of bargaining:

- with the improved terms that OSSTF is presenting to you for a vote
- or Broten's imposed terms as basis?

Brad Fisher, TBU President

Teachers' Bargaining Unit Annual General Assembly

Tuesday, April 23th

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!

Maternity/Parenting Workshop

Monday April 29th @ 4:15 pm

OSSTF District 20 Office

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Staffing Process Change Puts Seniority First

This year's secondary staffing process in Halton differs from last year's in one significant way: the notice of excess to region (potential redundancy) has been brought forward from May 1st to March 31st (with notice being given in a letter dated March 21st). That means that an initial declaration of potential redundancy has become the first major step in the staffing process rather than the third step.

Put simply, this means that the least senior teachers on the Regional Seniority List have been removed from the first round of the staffing process, in order to ensure that seniority is respected in the allocation of teaching positions for the 2013-14 school year.

This change addresses several problems that arose during last spring's staffing process. For example, last spring a significant number of teachers were declared excess to region despite the fact that there were teachers junior to them who were not surplus and who had assignments for which the more senior teachers were qualified. The result was a bumping process that was so complex and so lengthy that it was almost impossible to be sure that seniority was being respected, that the right teachers were being bumped, or that the right teachers were being placed into the right assignments.

Declaring potential redundancy up front will ensure that seniority is respected, will significantly reduce the number of teachers who have to be declared surplus to school, will significantly reduce the need for bumping, and will speed up the recall and placement process for potentially redundant teachers, when they are brought back into the process in early May.

There is no question that the first stage of the revised staffing process is stressful and unpleasant for the 89 teachers who have been declared potentially redundant. We recognize their anxiety and will be working with the Board to have those teachers recalled and placed as soon as possible.

A detailed Q & A backgrounder on the change to this year's staffing process is available from your Branch President.

Jim Young, TBU Chief Negotiator