

# Bulletin

## Province-Wide Bargaining Overwhelmingly Approved

Teachers voted 20,840 to 784 in favour of the provincial executive employing province-wide bargaining in the upcoming negotiations.

The Provincial Executive called for a vote of the membership regarding entering into province-wide bargaining to be completed in December.

At the same time the Provincial Executive unanimously recommended that members vote in favour of OSSTF/ FEESO entering into province wide-bargaining with the Government of Ontario in order to achieve the maximum amount of funding and optimum conditions for local bargaining.

## Attendance Management Imposed by Board

### Halton Unions Oppose...

Attendance management programs, now in place in Halton and all other school boards, are mandated by the Ministry of Education.

OSSTF has never supported or endorsed any form of attendance support or management plan put forward by the Halton Board.

OSSTF, through the Halton Union Coalition (which includes ETFO, CUPE and HDEAA), has fought this for the past 1.5 years. The unions have worked to amend and refine the Board's document to the best of our collective ability.

However, the employer has the legal right to have an attendance management program.

This program does not affect the number of sick days – we are granted 20 days under the terms of our collective agreement.

OSSTF will continue to monitor attendance issues for breaches of the collective agreement.

## Government Deficit Will Necessitate Budget Cuts

- Ken Coran, President, OSSTF

Without a major uptick in the economy, the government is expected to force the Ministry of Education to live within the current plus 0.5% budget ceiling. Staff payroll makes up 85% of school board expenses.

This will create tremendous pressure on future negotiations as the ministry considers the option of abandoning existing commitments or making cuts to staff in the system.

In all four meetings with Government officials, a consistent message was heard by OSSTF Provincial-the present provincial finances and those for the foreseeable future are under severe pressure. Revenue forecasts are below expectations and unprecedented restraint on spending will be required.

These perceptions are expected to be brought to focus in the Drummond Commission Report that is scheduled for a January release.

The report will describe the nature of the funding challenge in the education sector and will include "reforms" that may be used to offset any funding shortfall. The report will stop short of making direct recommendations for reform.

In the elementary and secondary education sector, under the Ministry of Education, the proposed funding increase of 0.5% is considered a ceiling to the Drummond Commission. There are a number of financial commitments such as grid movement for teachers and support staff, the early learning plan and capital building and repair that would require much more than a 0.5% funding increase to maintain.

In the meetings with government and ministry officials, OSSTF/FEESO discussed a number of efficiencies that could be considered. These included a reversal of proposed corporate tax cuts in Ontario and an elimination of EQAO testing. These two pieces alone would allow the government to reallocate over \$2.4 billion in revenue.



## ***OSSTF Workshop Addresses Bullying in the Workplace***

OSSTF District 20 is running a Workshop on Creating Safe Work Environments on Thursday February 23 from 4:00 to 7:00 p.m. A dinner is being provided. Teachers interested in attending should contact Lorie Wiersma at 905-332-1228.

OSSTF/FEESO has made the issue of bullying of Teachers and Education Workers in the workplace a priority. OSSTF/FEESO's goal is to ensure that all members have safe and healthy workplaces.

As the first step in achieving this goal, OSSTF/FEESO, ETFO and OECTA commissioned a survey of members to determine the frequency of bullying in the workplace.

**"Fifty-five percent of Teachers and Education Workers reported being the victims of bullying either by someone in a superior position, by a student, by a parent/guardian, or by a colleague."**

The following are excerpts from the Bullying In The Workplace Survey:

- Thirty-six percent of secondary teachers have been bullied by students.
- Part-time teachers (44%) are more likely to be bullied by students than full-time teachers.
- Slightly less than one in four members has been bullied by a principal, vice-principal, or supervisor.
- About one in five members have been bullied by a parent or guardian.

[://www.osstf.on.ca/adx/asp/adxGetMedia.aspx?DocID=703,687,686,534,442,Documents&MediaID=262&Filename=execsummary-findings.pdf&l=English](http://www.osstf.on.ca/adx/asp/adxGetMedia.aspx?DocID=703,687,686,534,442,Documents&MediaID=262&Filename=execsummary-findings.pdf&l=English)

### **Maternity/Parenting Workshop**

Monday January 30<sup>th</sup> 2012

4:00 PM

OSSTF District 20 Office

RSVP Lorie Wiersma, Executive Assistant,

OSSTF District 20 Office

905-332-1228

### **Minister Moves to Reform College Disciplinary Process**

Following on the heels of the Toronto Star investigative reports, the province is working with the Ontario College of Teachers to take steps to ensure transparency and accountability in processes dealing with the discipline of Teachers:

- Posting details of disciplinary decisions on the college's website to increase transparency.
- Re-examination of the College's dispute resolution policies and processes, and consideration of the types of cases that can and cannot proceed to dispute resolution.

In addition, particular attention is being paid to the following:

- Providing greater clarity around the circumstances when a member's name is withheld following a disciplinary decision.
- Establishing possible mandatory penalties for specified types of misconduct, such as sexual offences.

### **Retirement Workshop**

Thursday February 9, 2012

6:30 PM – 9:00 PM

**M.M. Robinson Theatre**

RSVP Lorie Wiersma, Executive Assistant,

OSSTF District 20 Office

905-332-1228

### **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

Phone: (905) 332-1228

Fax: (905) 335-9220

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