

## Negotiations Reach Impasse Ministry Rejects OSSTF Offers

District 20 Teachers need to know that the situation regarding provincial discussion tables has deteriorated further.

OSSTF, after the rejection of its counter-proposals on April 18th and May 10th, has made it clear that the government's refusal to modify its austerity parameters will not result in a negotiated settlement and has cancelled further talks, pending a change in the government's willingness to negotiate.

An emergency meeting of all Presidents, Chief Negotiators and the Provincial Collective Bargaining Committee is scheduled for May 29.

The District 20 Office has called a General Membership Meeting for Wednesday June 13 for all members of the Teachers' Bargaining Unit, Professional Student Services Personnel, Halton Secondary Occasional Teachers, and the Office Clerical Technical Unit.

On April 18th the OSSTF Provincial Executive made a counter proposal on behalf of Teachers to the Ministry and the Ontario Public School Boards Association that included:

- 0% wage increases in each of the next 2 years, and only a cost of living adjustment in years 3 and 4.
- Incentive plans to encourage the retirement of more senior teachers to be replaced by new teachers.
- 15% reduction of high-cost central administrative positions.
- A moratorium on Ministry of Education initiatives for the next 4 years.
- Employee run benefits plans that would remove unfunded liabilities from the boards' books.

The government made it clear that it was rejecting the OSSTF proposal immediately. It is insisting on freezing the salary grid, cutting sick days, removing accumulated sick days, terminating retirement gratuities, reducing future pension plan



## Halton Teachers at Queen's Park Thousands Attend Budget Protest

*Teachers from Bateman and Nelson are shown at the April 21 OFL rally protesting the austerity budget. Georgetown and E.C. Drury were also represented.*

benefits, and revising the grid and certification process.

The government has written all school boards advising them that they cannot negotiate agreements this fall that don't adhere to the government's position.

OSSTF, joined by other unions, has filed a complaint with the Ontario Labour Relations Board with regards to the political interference in the collective bargaining process.



## OSSTF District 20 Inclusive Educator Award

*Bob Hepburn, Abbey Park High School, was presented with the Inclusive Educator Award at the TBU Assembly on April 24 by Brad Fisher, TBU President.*

*The OSSTF Inclusive Educator Award is presented annually to an OSSTF member who has made significant contributions to making Halton schools an inclusive environment.*



### **OSSTF Educational Services Award Winner**

*Marilyn Jakubos, former TBU Vice-President, is shown accepting the OSSTF Provincial Educational Services Award at the TBU Assembly on April 24. The award, presented by Janet Scott, TBU Educational Services Officer, recognizes Marilyn for outstanding contributions during her career.*

## **District 20 General Meeting**

**Provincial OSSTF Update on Negotiations**

**Wednesday June 13**

**CAW Galaxy Club, Oakville**

**4:30 pm Refreshments, 5:00 pm Meeting**

475 North Service Road East, Oakville, Ontario

**Stand Up, Stand Strong, Stand United!**

**Keynote Speaker: Earl Burt, Treasurer, OSSTF**



### **TBU Executive 2012-2013**

*After elections for executive positions at the TBU Assembly, the TBU Executive for next year was presented to the delegates. From left to right: Doug Thompson (Communications Officer), Jim Young (Chief Negotiator), Brad Fisher (President), Cindy Gage (Vice-President), Janet Scott (Educational Services Officer), Jim Sheridan (Treasurer), and Kelly McCarthy (Vice-President). Missing is John Watson (Health and Benefits Officer).*

## **Staffing Issues Remain OSSTF Grievance Looms**

We are now in the third phase of staffing, known as the Redundant to System Process, in which Teachers redundant to the system must be declared by May 31. The Board has issued a record 77 potentially excess to region letters. With retirements, some of these Teachers may have been recalled.

The District Office, in consultation with the Provincial Office, has been monitoring this process in an effort to ensure that seniority is fully respected. A May 2 meeting at the District Office for Teachers declared excess was filled to capacity as over 75 Teachers expressed their concerns and had their questions answered as best they could be.

David Euale, Director of Education, was present at the beginning of the meeting to relay his concerns to the affected staff. Human Resources declined an invitation to attend, but did offer to meet with representatives from the District Office to answer staffing questions.

According to the Collective Agreement, before the Board can declare Redundancy, the Board must transfer those Teachers, who have been declared excess to region, into any positions which are filled by Teachers with lesser seniority where they are qualified according to Regulation 298.

OSSTF made it clear to the Board, in a May 4th letter, that the most fundamental staffing issue from the view point of the OSSTF Provincial and at the District Level is that seniority must prevail. It is the union's view that the Redundant to System Process described in Article 19.04.03 of the Collective Agreement must honour the fundamental principle of seniority.

The OSSTF has reserved the right to file a grievance based on the requirements outlined in Article 19.04.03.

## **OSSTF District 20 Teachers**

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