

# Bulletin



Members of the Political Action Committee hand out OSSTF hats, flags, and bumper stickers at the Bill 115 Protest. The Rally took place on October 22 outside the offices of Liberal MPP Kevin Flynn in Oakville.

## Strike Action Legal!

### Contract Expired August 31, 2012

On September 1, 2012, HDSB unilaterally imposed:

- a salary freeze,
- reduced grid movement
- the end of our cumulative sick day banks
- the end of our Retirement Gratuities.

These changes stripped key components of our collective agreement under the auspices of Bill 115.

We are in a legal strike position on Nov. 7 meeting the Labour Relations Act requirements. The union (and the board) can change the terms of the contract. The Strike Actions that you have been informed of are the response of our membership to the tampering with our collective agreement.

Teachers are acting collectively as members of a union. These rights are protected in the Labour Relations Act and as such, Teachers cannot be disciplined by employers for engaging in legal strike action.

## Strike Action Basics

You've been asking...

**1. On-calls and assigned supervisions are part of the contract aren't they? Aren't we breaking the law? Can we be charged?**

Once a union is in a legal strike position, both the union and the employer are able to change the terms and conditions of a contract.

A legal strike position is reached when we have completed the requirements of the Ontario Labour Relations Act.

We are now able to engage legally in strike actions. The Provincial Executive has directed us to include ceasing to do on-calls and assigned supervisions.

Union members cannot be disciplined by employers for engaging in legal strike action.

**2. Why aren't extracurricular activities on the strike action list?**

Extracurricular activities are not part of our contract. These activities are voluntary, not a contractual part of our jobs.

The Strike Action does **NOT** include extracurriculars. Participation in extracurricular activities remains the individual choice of individual members.

**3. I thought we couldn't do any strike action because of Bill 115. The media has been saying this. Isn't this true?**

Nope! Even Broten The Infamous has admitted that OSSTF Teachers still have the right to strike. See the next question for more details.

**4. Can the government still intervene in our job actions even though parliament has been prorogued?**

Yes, they could. Bill 115 granted the Minister of Education unprecedented power, including the right to intervene.

Broten can, with the agreement of the Cabinet, issue an Order-in-Council signed by the Lieutenant-Governor to stop any strike action.

In the past, a government passed legislation through Queen's Park to accomplish this

# Halton Secondary Teachers' Strike Action

All OSSTF District 20 Teachers and occasional teachers in a legal strike position **WILL NOT**:

## Meetings



- attend staff meetings
- organize/attend department meetings
- attend Dept. Head Meetings (Dept Heads/Leadership Team Mtgs)
- attend central (board) committee meetings/councils; i.e.: subject council meetings, NTIP, Staff Development, etc.
- conduct co-op visits outside of regular school day hours (regular school defined as posted school hours and/or posted schedule for SRLP teachers)

## Professional development

- attend any Professional Development (PD time offered during school hours will be self-directed PD only; **sanction includes** conferences/workshops sponsored by the Ministry or the Board, but not independent conferences)
- create professional development seminars/workshops or present at professional development seminars unless it is a part of the teachers' duties in their role as a coordinator
- attend Professional Learning Communities (PLCs), i.e.: SSAT (Safe Schools Action Team), Literacy, Numeracy, Wellness, Pathways, SHSM's, OYAP, etc.
- complete Annual Learning Plans, including follow up meetings

## Ministry initiatives

- participate in Framework visits – District/School Reviews
- participate in any aspect of School Improvement Plans (SIPSA/BIPSA)
- complete Ministry reports – except those which are directly related to supporting individual student needs (i.e.: IEP's)
- participate in any activities associated with EQAO/OSSLT including administration of the tests (including information gathering, practice sessions, practice tests, etc.)

## Administrative assistance

- assist with maintenance of school/work-related websites (teacher subject websites and class conferences are permitted, but not uploading of interim marks)
- distribute Board materials/communications to students (including mid-term reports)
- on-call coverage/supervision
- provide coverage for absent administrators (no Teacher in Charge – TIC's)
- accept any assignment to supervision in addition to regular classroom duties or in addition to the ongoing, unassigned supervision of student behaviour in hallways, etc., that is performed as a part of a teachers' professional responsibility
- accept acting VP assignments

## Communication

- attend Open House/Information sessions outside of the regular school day (i.e.: Pathways, SHSM, OYAP information nights, etc.)
- answer parental e-mails outside of the regular school day (regular school defined as posted school hours, or for GAHS teachers the teacher's posted schedule)
- participate in parent interviews outside of the regular school day
- provide progress reports (written reports beyond those provided at mid-term and end of term, no 5<sup>th</sup> or 15<sup>th</sup> week reports, including posting mark updates to teacher websites)

## Administrative Assistance

- submit student attendance
- assist with administrative tasks during homeroom or other classes (i.e.: distributing notices to students at the end of the school day; no collection of monies for Board or School initiatives)