

# Strike Vote: 96%!! Now What?



October 15, 2012

## Teachers' Bulletin

[www.osstfd2o.ca](http://www.osstfd2o.ca)

905-332-1228

### Bill 115 Protest Oct. 22

#### Keep the Date Open!!!!!!

The OSSTF District 20 Communications and Political Action Committee (CPAC) is planning a return visit to the Oakville Liberal MPP's Office in Oakville. The rally will be at the Office of Kevin Flynn, Liberal MPP for Oakville, 2318 Lakeshore Rd. W., Oakville



Sam Hammond,  
ETFO President

#### Projected Speakers List

- Sam Hammond, President, Elementary Teachers' Federation of Ontario
- Harvey Bischof, Vice President, Ontario Secondary Teachers' Federation
- Leslie Wolfe, Executive Officer, Ontario Secondary Teachers' Federation
- Peter Tabuns, MPP (Toronto-Danforth), New Democratic Party Education Critic
- Candace Rennick, Secretary Treasurer of CUPE Ontario

Protesting Bill 115 will be fourteen Halton

Bargaining Units including:

- Ontario Secondary School Teachers' Federation District 20
- Elementary Teachers' Federation of Ontario – Halton,
- Canadian Union of Public Employees,
- Ontario Catholic English Teachers' Association, Halton



Harvey Bischof,  
OSSTF Vice-President

#### Teachers More Than Ready to Oppose Bill 115!

With the recent strike vote, secondary teachers have signaled that they are more than ready for action in opposition to Bill 115. The District Office has received a number of calls in the last week from teachers eager to know what will be happening next, and we are sure that most teachers in Halton are wondering the same thing.

First, the technical details. A favourable strike vote is a necessary prerequisite for job action, but it is not by itself sufficient to permit job action under the Labour Relations Act. Before job action is permissible under the Act, we must go through the process of conciliation. That is now under way. OSSTF requested conciliation in Halton on September 17th. A conciliator has been appointed and will be meeting with both parties (OSSTF and the Board) in the near future. Barring a miracle breakthrough in negotiations, OSSTF will be requesting a "No-Board Report." Seventeen working days after that report is issued, we will be in a position to take action.

A similar process is taking place in every District across the province. Once the Teachers' Bargaining Unit is in a position to take job action, the Provincial Executive will decide what if any job action will be taken.

In some ways, this "delay" will be frustrating for teachers. Many would like to use the momentum of the strong strike vote to bring pressure to bear immediately. That impulse is both strong and appealing. But to give in to it would be to take a false step.

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#### Unions go to court to challenge bill...

Read it on Global News: [Global Toronto | Unions go to court to challenge bill freezing teachers' salaries for two years](#)

## Now What?

Unlike the Liberal government, OSSTF's intention from the beginning has been to adhere to the accepted principles and practices of fair collective bargaining. We need to protect the integrity of the collective bargaining process by respecting it. By contrast, the government has tried to short circuit and undermine the collective bargaining process through ill-conceived legislation.

Once we are in a legal strike position, rest assured that OSSTF will take job action en masse and across the province, if that is what it takes to achieve a fair deal for our members. Whatever you may have heard about the strike vote being a mere token gesture, do not believe it. It is one necessary step in a difficult bargaining process, and OSSTF is fully prepared to go where it leads, if necessary.

**In the meantime, our political action continues. After a successful first rally, we are encouraging everyone to join us on October 22nd for an even larger rally at Liberal MPP Kevin Flynn's office in Oakville. Come out, and send a clear message to the government!**

## Financial Preparedness During Uncertain Times

Concerned about paying your bills? Worried about covering your mortgage and other obligations during these uncertain times? Trying to save for the future?

Please join us for dinner and a workshop facilitated by Teachers' Credit Union and Educators' Financial Group on October 25th, 4:30-7:30 at the OSSTF District 20 Office.

For more information, email Janet Scott, Educational Services Officer, OSSTF District 20: [scottj@osstfd20.ca](mailto:scottj@osstfd20.ca)

To register, chat or call Lorie Wiersma, 905-332-1228

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## Bill 115's Effects on You

### Ask Human Resources Directly...

Understandably, many teachers are wondering how the provisions imposed by Bill 115, and currently being implemented by the Board, will affect them. When will I be moving on the grid? Do I qualify for a retirement gratuity? If so, how much will I get? Can I still access the days that were in my sick bank? What will happen if and when I use up all ten of my fully paid sick days? Does Bill 115 have an effect on bereavement leave? How will Bill 115 affect my maternity leave?

These are only a few of the questions we have recently been fielding at the District Office. When we receive them, we try to provide provisional answers in the best interests of protecting our members. However, it's important for teachers to understand OSSTF's current position on Bill 115.

The Union's current position is that Bill 115 is an unjust and illegitimate piece of legislation that needs to be overturned. In no way are we reconciled to its existence. OSSTF's court challenge is one of the important ways in which we are seeking to have the bill rendered null and void.

We will, of course, continue to monitor the Board's processes as it implements the Bill 115, and we will immediately seek advice from provincial OSSTF if we believe that those processes are harmful to our members. OSSTF has arranged for meetings with the provincial negotiator, the board, and local negotiators to explain our understanding of the meaning of those things being applied to us and to ensure the board knows what we expect.

Since we at the District Office neither can nor wish to provide definitive answers about how Bill 115 will affect teachers, we invite you to address your questions directly to the Board. Both Debra McFadden, Executive Officer of Human Resources, and Debbie DeBoer, Manager of Human Resources for Secondary, will be responsible for the implementation of Bill 115, so long as it exists. Both can be easily reached via CHATT: [mcfaddend@hdsb.ca](mailto:mcfaddend@hdsb.ca) and [deboerd@hdsb.ca](mailto:deboerd@hdsb.ca). We encourage you to send your questions to them and then to share with us the answers you receive.