

Bulletin



Jim Young, TBU Chief Negotiator relaxes after deal signed.

Local Collective Bargaining Works!

After 22 hours of bargaining from the morning of Wednesday September 30 to the morning of Thursday October 1 we reached a tentative local agreement with the board.

I would like to thank the PRN team and the local CBC for their dedication, determination and perseverance. The PRN team included Jo Dean (Executive Liaison), Chris Goodsir (Protective Services) Jim Young (TBU Chief Negotiator), Ann MacDougall (TBU Vice President), and Janet Scott (TBU Executive Liaison). The foundation for local negotiations was laid by the local CBC which included Stephanie Briggs (Hayden), Rod Whate (Milton), Steve Droblich (Bateman) and Kelly McCarthy (Bateman).

Finally, I would like to thank the membership. Your solid support of the administrative sanctions and your negotiation team sent a clear message to the board that the membership expected them to strike a fair deal.

Brad Fisher, TBU President

Local Agreement Reached Between OSSTF and HDSB

Improvements include:

- Personal Business Days no longer require a reason except in black-out periods.
- Management Rights - **new protective language for members.** The Board agrees that none of its rights or functions will be exercised in a manner that is discriminatory, vexatious, or that is contrary to the provisions of this Collective Agreement or the prevailing statutes governing education and labour in the province of Ontario. The Board agrees that it will abide by the Ontario Human Rights Code.
- New language increasing Record of Employment hours from 7 to 8 hours per day.
- Agreement that Board shall not require a Teacher to transport students.
- Maximum of five weeks for the parental leave extension increased from four weeks.
- New list of six natural breaks in the school year, including the last day of school in June. This means that teachers whose parental leave ends in late May/June can now access the leave extension, thus continuing to accumulate teaching experience, as well as maintaining uninterrupted benefits over the summer.
- Joint PD Committee meetings increased to minimum of 2
- Joint PD Committee mandate expanded to include discussion of the use of PA Days, opportunities for Union-sponsored staff development.
- New language where Board agrees to pay release time for OSSTF reps participating in joint committees.
- New Teachers-in Charge language clarifying the parameters of TiC assignments. Language confirms the voluntary nature of TiC.
- New Mutual Agreement Form that principals must have signed by the teachers that are teaching 3 in a row, combined credit classes, courses outside of their qualifications etc. Written agreement now necessary.
- Improved Voluntary Transfer system
- New Joint Committees to review the Board's TPA procedure and Investigation procedures

In-School Ratification Vote October 15th, October 16th

Ratification Process - Tentative Local Agreement

1. Branch President Information Meeting – Monday October 5, 2015
2. Branch Meetings to be called starting October 6th.
3. Member Information Meeting – Tuesday October 13, 2015, 4:30 to 5:30 p.m.

District 20 Office
3410 South Service Road, Suite G2
Burlington, Ontario
Phone 905-332-1228

4. In-School Ratification Vote – Thursday October 15th until Friday October 16th @3 p.m.
5. District Office sends Ratification Vote results to OSSTF Provincial Office on Friday October 16th by 4:30 p.m.

Administrative Sanctions Remain

Local administrative sanctions will remain in place until the tentative agreement has been ratified by the Board and the local OSSTF union membership.

HDSB's senior administration has acknowledged this and has sent this instruction to school administrators to this effect.

OSSTF D11 Thames Valley announces legal job action

LONDON, ON - Sep 28 2015 — Ontario Secondary School Teachers' Federation (OSSTF/FEESO) Teachers and Occasional Teachers in District 11, Thames Valley, began a selective withdrawal of services on Monday, September 28, 2015.

Teachers' Bargaining Unit President Blair Middleton says that "The Board's position in bargaining shows a disturbing absence of respect for teachers and occasional teachers, and the complete lack of progress at the table has precipitated my team's decision to move to legal job action," said Middleton.

Secondary teachers in Thames Valley have no future bargaining dates set with the board at this time, but are ready and willing to meet, as soon as possible, to negotiate a fair collective agreement.

OSSTF/FEESO Greater Essex D9 announces legal job action

WINDSOR, ON - Sep 24 2015 — Ontario Secondary School Teachers' Federation (OSSTF/FEESO) teachers in District 9, Greater Essex, began a selective withdrawal of services against the Greater Essex County District School Board on Tuesday, September 29.

Local leaders in OSSTF/FEESO District 9 said that a lack of meaningful progress at their local bargaining table is responsible for the decision to take job action.

"Our members have been without an agreement for more than a year," said Jeff Brosseau, President of OSSTF/FEESO District 9, Greater Essex, Secondary Teachers. "There are significant issues that we have been unable to address in the last few rounds of bargaining. Our goal is to ensure consistency and fairness in our collective agreement, and we're not going to achieve that by accepting status quo or submitting to concessions."

OSSTF/FEESO District 20 Teachers

Brad Fisher, President
Jim Young, Member Protection Officer
John Watson, Health and Benefits Officer
Lorie Wiersma, Executive Assistant

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