

Halton Teachers Vote 96% To Strike!



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Teachers'

Bulletin

www.osstfd20.ca

905-332-1228



Julie Scott-Trask, CKSS Branch President, Marg MacFarlane, ETFO President, and Tom Golightly, PSSP President, were standing in solidarity at Liberal MPP Kevin Flynn's office.



Over 150 members of OSSTF District 20, ETFO Halton, and CUPE rallied on September 21 against Bill 115 outside the offices of the Oakville Liberal MPP. Elementary and Secondary Teachers, and Support Staff are united in opposition to the bill which seeks to end free collective bargaining and ignores constitutional rights.

Liberal Government's Imposed Terms Rejected

Members of the OSSTF/FEESO District 20 Teacher Bargaining Unit, Halton have voted overwhelmingly in favour of a strike mandate.

The results, confirmed by Jim Young, TBU Chief Negotiator, were 96% in favour of a strike mandate with 1,170 secondary teachers casting votes.

"The government created this crisis in education, one that could have been avoided by allowing our Bargaining Unit to negotiate freely with our local board," said Brad Fisher, District 20 TBU President. "Teachers see opposition to Bill 115 as a fight for the rights of all working people, a defense of every Canadian's constitutional rights, and a defining moment in determining the type of society that the next generation will inherit."

This result strongly confirms teachers' confidence in OSSTF, as well as their condemnation of Bill 115's attack on collective bargaining rights.

The OSSTF will proceed using the Ontario Labour Relations Act negotiations process.

Oakville MPP Target of Rally OSSTF Joined By ETFO, CUPE

Passing Motorists Show Support!

Over 150 Teachers and support workers participated in a rally at the office of Oakville Liberal MPP Kevin Flynn on Friday Sept. 21st.

The picket of the office was to show the union members' anger and concern over the Liberal government's passage of Bill 115.

The government calls the new act the 'Putting Students First Act'.

There is nothing in the act to promote student education. Instead the legislation is an attack on the rights of workers to bargain collectively under the Ontario Labour Relations Act, a muzzling of the courts by preventing appeals, and a trampling of workers' rights under the Constitution.



Victor Disyak, Bateman Branch President, and Tom Golightly, PSSP President, at the Bill 115 Protest Rally outside Oakville MPP Kevin Flynn's Office on Sept. 21.

Short Term Disability Plan Will Affect Pension Credits

It has been confirmed that the government's imposed sick leave provisions will affect pensionable years of credit.

Once Teachers have used their 10 days of sick leave under the government's plan, they will move to up to 120 days at two-thirds pay. While at this rate of pay, their contributions to the pension will also be reduced to a two-thirds salary rate. This will negatively affect their credited years of service.

Under previous collective agreements, those Teachers using accumulated sick days received 100% of their salary and full pensionable credit for their years of service.

Voluntary Activities: To Do Or Not To Do?

With the current uncertainty surrounding contract negotiations at both the provincial and local levels, many teachers have been wondering whether they should be withdrawing from such voluntary activities as coaching sports teams, supervising clubs, organizing musicals and plays, providing extra help, etc.

This decision needs to be made by individual teachers on an individual basis. There has been

no truly voluntary, then a teacher cannot be required either to perform it or not to perform it.

Further to this, no teacher should be commenting adversely on another teacher's decision to engage or not in a voluntary activity.

For the time being, OSSTF believes that each teacher's decision to volunteer is a personal one that should be based on the teacher's own ability and willingness to commit to the required time and effort. Each teacher needs to make his or her own decision and respect the decisions of others.

It should be noted that there may come a time when a different approach to volunteer activities becomes necessary. In such a case, teachers would be informed in advance, both of the change in direction and of the reasons for it.

On the other hand, teachers sometimes wonder whether administrators can "require" teachers to perform voluntary activities. The short answer to this is an emphatic "No!" Voluntary activities, such as coaching, sitting on committees, or organizing a school play or musical, are voluntary and are not part of a teacher's required duties. Teachers cannot be required to perform voluntary duties, nor should they suffer repercussions for choosing not to volunteer.

Undeniably, it is often hard for a teacher, particularly a newer teacher, to say no when an administrator (or department head) extends an "invitation" to join the Staff Learning Committee, or something similar. Nevertheless, teachers need to remember that their family life and their effectiveness in the classroom can be compromised if they spread themselves too thinly. Saying no to a voluntary activity is as much a personal decision as saying yes.

If you are in doubt about whether a given activity is voluntary or required, the best person to consult is your Branch President. directive from OSSTF for teachers to withdraw from voluntary activities. If an activity

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