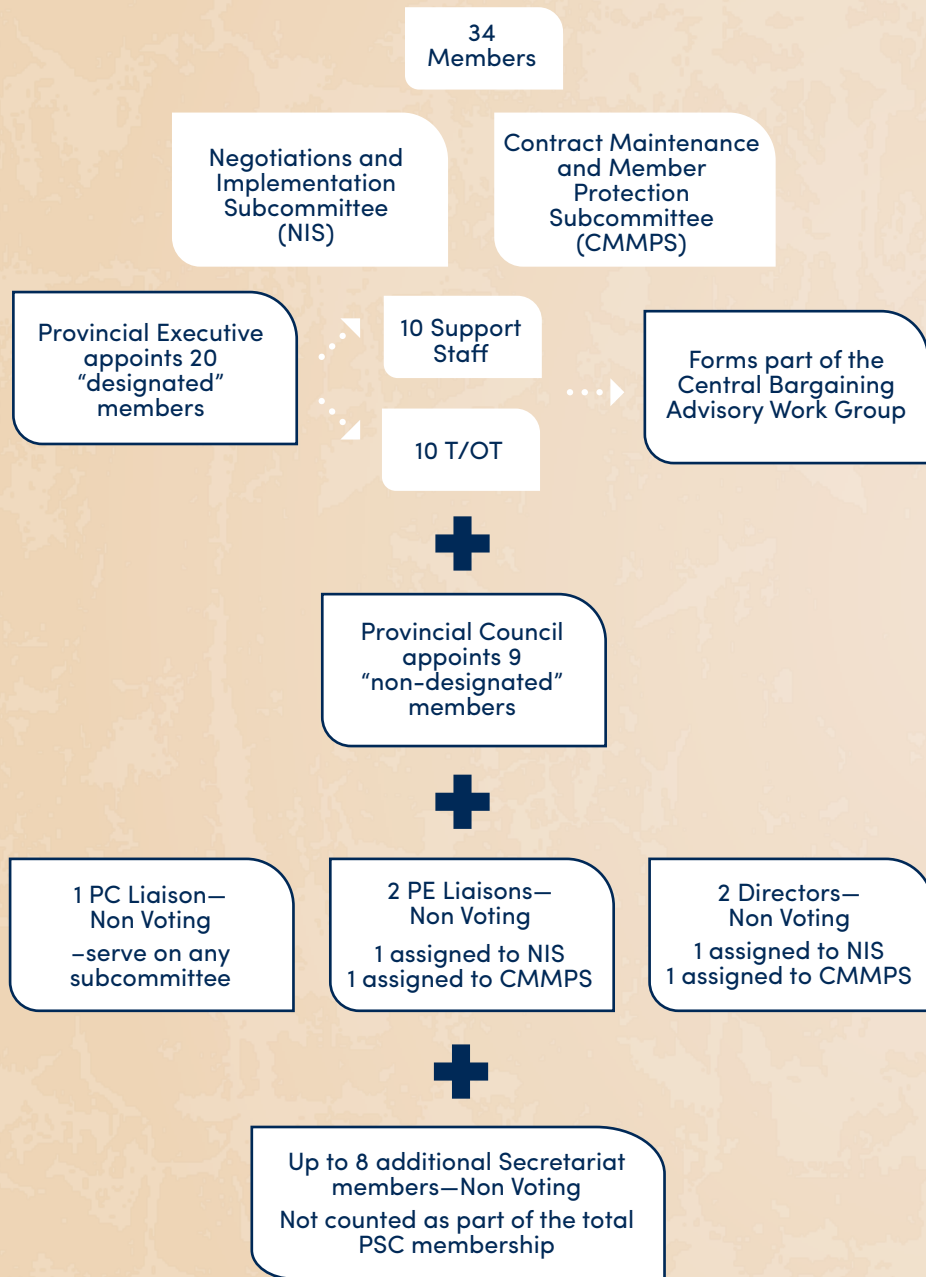


PROTECTIVE SERVICES COMMITTEE



Video two Bargaining Matters



STANDING SOLID, PUSHING FOR CHANGE

Why bargaining matters?

- Negotiations provides union members with a strong voice to negotiate better wages, benefits and working conditions.
- The following are some examples of recent negotiated improvements to collective agreements as a result of the last central rounds of bargaining:
 - Increases to wages
 - Job security language for support staff members
 - SEB Plan for Critically ill Child & Family Medical Care Leave
 - SEB Plan extended to members on long-term assignments
 - Sick Leave access to members on long-term assignments
 - Limiting access to medical information to the negotiated Abilities Form
 - A hiatus on ministry/school board initiatives
 - Entrenching language around Professional Judgment for teacher members in the central agreement
 - Access to PA days for long-term occasional teachers
 - Enhanced staffing for both teacher and support staff members
 - Extended mandatory enrolment in OMERS for support staff members who meet the criteria
 - Also, OSSTF/FEESO was able to protect previously negotiated entitlements that the employer and school board associations were hoping to strip.
- Improvements were also made to local collective agreements through local bargaining.

How is the negotiating brief developed?

- Negotiating priorities are based on member input as determined by the Priority Bargaining Survey. Committees, consultations, and ongoing issues provide the information to develop the bargaining brief
- There are separate central and local briefs as certain items are bargained centrally and other are bargained locally
- Locally, the brief is developed by the local Chief Negotiator with the assistance of the local table team members and approved according to their local constitution requirements and by the Protective Services Secretariat assigned to each individual Bargaining Unit
- Centrally the brief is developed by Protective Services Division at Provincial Office, endorsed by the Provincial Executive and approved by local Presidents and Chief Negotiators
- In order to protect confidentiality, the results of the Bargaining Survey and the contents of the brief are not shared with the membership so that it puts OSSTF/FEESO in the best position possible strategically during the bargaining process
- Members will be kept informed of negotiations through regular *Bargaining Bulletin* updates.

When notice to bargain is given:

- Certain members of the Protective Services Committee are designated members of the Advisory Workgroup to central bargaining (AW)
- AW members are composed of local Presidents and Chief Negotiators
- AW advise the Provincial Executive during central bargaining
- Local bargaining committees advise local negotiating teams as per local constitutional requirements.

Collective Bargaining—a process where the union and employer, make offers and counter-offers back and forth regarding their employment relationship, for the purpose of making a mutually acceptable agreement.

Ontario Labour Relations Act (OLRA)—the provincial legislation that governs the process of bargaining, as well as other rules governing unions and the administration of collective agreements. Local bargaining can run in parallel with central bargaining.

School Boards Collective Bargaining Act (SBCBA)—provincial legislation that governs the process for central bargaining. It establishes tables for teachers and support staff employed by Ontario's school boards.

OPSBA—Ontario Public School Boards' Association is the employer agency that is responsible for central bargaining on behalf of English-language public district school boards at the OSSTF/FEESO Teacher/Occasional Teacher table.

CTA—Council of Trustees' Associations is the employer agency that is responsible for central bargaining on behalf of all school boards in Ontario at the OSSTF/FEESO Support Staff Table. The CTA has representatives from the four publically funded school board associations—English Public, French Public, English Catholic and French Catholic.

Collective Agreement—Comprised of both the central terms and the local terms that have been agreed to. A legally binding written contract arrived at through the process of negotiations, which covers employee wages, hours, and terms and conditions of employment.

SEB/SUB Plan—Supplemental Employment Benefits—a negotiated benefit plan that tops up Employment Insurance (EI) during statutory leaves such as pregnancy or family medical.