



# ETFO CENTRAL BARGAINING BULLETIN

September 3, 2019 | Bulletin Number 4

## IN BRIEF:

1. **Teacher/Occasional Teacher and Education Worker Central Lists were finalized on August 23, 2019. These lists determine the scope of ETFO central bargaining.**
2. **Central bargaining took place on August 29, 2019. Five more bargaining dates in September have been confirmed.**

## CENTRAL BARGAINING LISTS FINALIZED

Under Section 24 of the *School Boards Collective Bargaining Act*, the issues to be included in the scope of central bargaining must be determined by the parties that will be involved in bargaining and the government.

On August 23, 2019, the items that will be bargained at the ETFO Teacher/Occasional Teacher Central Table and at the ETFO Education Worker Central Table were finalized:

- The **Teacher/Occasional Teacher Central List** was developed based on discussions between ETFO, the Ontario Public School Boards' Association (OPSBA) and the government. The Teacher/Occasional Teacher Central List is included on page 2 of this *Central Bargaining Bulletin*.
- The **Education Worker Central List** was developed based on discussions between ETFO, the Council of Trustees' Associations (CTA) and the government. The Education Worker Central List is included on page 3 of this *Central Bargaining Bulletin*.

Section 27 of the *School Boards Collective Bargaining Act* states that if an issue is not within the scope of central bargaining, then it is within the scope of local bargaining.

Now that the scope of central bargaining has been determined, many ETFO locals will begin preparing preliminary submissions that members of the local will vote on and that, if approved by members, will form the basis of local bargaining with school boards.

## CENTRAL BARGAINING DATES

The first central bargaining session took place on August 29, 2019. Bargaining will continue on:

- September 6, 2019
- September 16, 2019
- September 23, 24, 25, 2019

On September 17, 2019 members will be receiving a bargaining update in *ETFO Central Bargaining Bulletin #5*.



# ETFO CENTRAL BARGAINING BULLETIN

## ISSUES TO BE BARGAINED AT THE ETFO TEACHER/OCCASIONAL TEACHER (OT) CENTRAL TABLE\*

- The following items are proposed to be within the scope of central bargaining and are, therefore, not available for local bargaining.
- It is understood that matters included in the existing Central Agreement are included in central bargaining.
- ETFO, the Ontario Public School Boards' Association (OPSBA) and the Crown agree they will negotiate at central bargaining any local bargaining processes required for the implementation of matters agreed upon at central bargaining.

### Salary, Wages and Other Direct Compensation:

- **Salary adjustment for teachers and OTs (including daily OTs)**
- **Grids (teacher/OT grids)**
- Short-term paid leave
- Qualifications allowances including extra degree allowances
- **Compensation adjustments for allowances**
- Formula for daily rate

### Class Size/Staffing Levels:

- **Class size**
- **Staffing levels**
- **Teaching Principals or VPs**
- Return to teacher bargaining unit
- **Job security, including Full Day Kindergarten model**

Sick Leave (All matters including C7, Letter of Agreement # 1 – Sick Leave and **WSIB top up**)

**Benefits (All matters including C6, Letter of Agreement # 4 - EI Rebate, Letter of Agreement # 6 - Benefits and Long-Term Disability)**

Term [i.e., length of the agreement]

Housekeeping of Other Current Central Terms Not Addressed Above

### Workload/Working Conditions/Access to Work:

- Ministry initiatives
- Diagnostic assessment (PPM 155)
- **Regulated hiring practices (Regulation 274)**
- Preparation time
- Student supervision

### Class Structure/Supports for Learning:

- **Integration of students with special needs**, and students with unique or diverse learning needs
- **Resources/supports for students with special needs (including Priorities Fund System Investment and Special Education System Investment)**
- **IEP processes and supports**

### Health and Safety:

- **Violent incidents (safety plans, attendance at meetings, reporting, protective equipment)**
- **Training**
- **Provincial Working Group on Health and Safety**

*\***Bolded and underlined items** were proposed by ETFO for bargaining at the Teacher/Occasional Teacher Central Table. The items proposed by ETFO are based on the results of member surveying conducted in the fall of 2018, the ETFO 2019 Bargaining Goals approved by Representative Council in February 2019 and the ETFO 2019 Central Lists approved by local presidents in May 2019.*

# ETFO CENTRAL BARGAINING BULLETIN

## ISSUES TO BE BARGAINED AT THE: ETFO EDUCATION WORKER CENTRAL TABLE\*

- The following items are proposed to be within the scope of central bargaining and are, therefore, not available for local bargaining.
- It is understood that matters included in the existing Central Agreement are included in central bargaining.
- ETFO, the Council of Trustees' Associations (CTA) and the Crown agree they will negotiate at central bargaining any local bargaining processes required for the implementation of matters agreed upon at central bargaining.

### Salary, Wages and Other Direct Compensation:

- Salary/wages
  - Grids
  - **Hourly rate**
  - **Vacation pay**
  - Statutory holidays
  - Overtime
  - Premiums
  - Paid holidays
- **Allowances**
- Short term paid leaves
- Paid lunch

### Class Size, Class Structure and Supports:

- **Integration of students with special needs**, and students with unique or diverse learning needs
- **Resources/supports for students with special needs (including special education system investments)**
- **Class size**

Sick Leave (all matters including C7, Letter of Agreement #14 and **WSIB top up**)

**Benefits (All matters including C5, Letter of Agreement #12 - EI Rebate, Letter of Agreement # 15, and Long Term Disability)**

Term [i.e., length of the agreement]

### Working Conditions/Workload:

- Work day (excluding scheduling)
- Work week (excluding scheduling)
- Work year (excluding scheduling)
- Staffing levels
- **Access to professional learning/development/mandatory training**
- **Professional/preparation time**

### Health and Safety (including Letter of Agreement #9):

- **All matters related to violent incidents, including safety plans, attendance at meetings, reporting, protective equipment**
- **Training**
- **Provincial Working Group on Health and Safety**

### **Job Security/Protected Complement/FDK Model**

Housekeeping of Other Current Central Terms Not Addressed Above

*\***Bolded and underlined items** were proposed by ETFO for bargaining at the Education Worker Central Table. The items proposed by ETFO are based on the results of member surveying conducted in the fall of 2018, the ETFO 2019 Bargaining Goals approved by Representative Council in February 2019 and the ETFO 2019 Central Lists approved by local presidents in May 2019.*