



Uniting education workers since 1919

Ontario Secondary School Teachers' Federation
Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario



Message From Our President

Introduction

Member Involvement

Serving You

Bargaining Leadership

Financial Strength

Equal Pay

Pension Services Leadership

Speaking Out

Understanding Education

Keeping You Informed

Coalitions

Value For Our Members

Joining

A MESSAGE FROM OUR PRESIDENT

OSSTF: Uniting Education Workers Since 1919

As president of the Ontario Secondary School Teachers' Federation (OSSTF), I understand that the decision to join a union is important and always raises many questions. I assure you that we will be available to answer any questions you have throughout the process and we have prepared this book to help give you an understanding of the advantages that OSSTF offers.

I can assure you that becoming part of OSSTF will make a significant difference in your everyday working lives and positively transform the relationship you have with your employer. The tools and services we provide will help your members reach their goals, be they better working conditions, job security, a better pension plan, more clout on committees or simply more respect from the employer.

OSSTF specializes in education so we understand what you do and what your work is all about. OSSTF represents members who work for a diversity of educational institutions in Ontario, including many who work in Ontario universities.

We are a proven leader in bargaining, setting the standard in many issues including pregnancy leave benefits. A very high majority of our collective agreements are signed without having to resort to strike action or work stoppages. By joining OSSTF, however, you will have access to trained negotiators and the backing of important resources, including a \$50 million strike fund, should they prove to be necessary.

Joining OSSTF also means belonging to a network of like-minded and involved individuals who collectively can make big things happen. Our structure encourages the participation of our members in all decision-making and ensures that your voice will be heard. OSSTF members care about the community they live in and are dedicated to building a better education system in Ontario.

We also offer you excellent value. At 1.3% of gross salary, OSSTF dues are among the lowest of any union in Canada, and because union dues are tax-deductible, you get the added protection of belonging to a union for only a few dollars a week.

We sincerely hope that you will choose to join forces with us and benefit from the resources of one of the strongest education unions in Canada.

Sincerely,



Rhonda Kimberley-Young
President

OSSTF: Uniting Education Workers Since 1919



“Our employer is more accountable and treats us with respect since joining OSSTF. They are just a phone call away, are very professional and knowledgeable and we’re always amazed at the calibre of training with which we are provided.”

Rose Linklater
Bargaining Unit President, Algoma College

Education is our specialty. Founded in 1919, OSSTF represents more than 60,000 anglophone and francophone educational workers in 139 bargaining units across Ontario. The current membership is approximately 60% female and 40% male.

In the 1990s, OSSTF expanded its membership to include educational workers employed at universities.

OSSTF was the first educational union in English Canada to unite the collective strength of all educational workers.

OSSTF is a strong, independent union. It exists to promote and advance the cause of public education and the rights of students, educators and educational workers. A socially active union, we are devoted to improving our communities, our province, our country and our world. In the 1920s, OSSTF was one of the first unions in Canada to adopt policy demanding equal pay for its female and male members.

For more than 85 years OSSTF has used its knowledge, power and strength to balance both the protective and professional concerns of its membership. While establishing excellent salaries, pensions, benefits and working conditions for members, OSSTF works to build strong public services, preserve academic freedom, prevent the privatization and commercialization of our educational institutions, ensure that students receive an education free of bias and discrimination and provide an equitable opportunity for all students to succeed in a strong, well funded public education system.

We look forward to welcoming you to the OSSTF family.

OSSTF Structures – Democracy in Action

OSSTF's greatest strength is the committed volunteer work of members in local bargaining units, on provincial committees and councils, and at our Provincial Council and annual meeting. All members play a role in determining OSSTF's actions and policies at the provincial level, and in making decisions for their local organizations. OSSTF is a democratic union that provides members with opportunities both to serve the union and to grow personally and professionally.

LOCAL STRUCTURE

- Strong local autonomy is the hallmark of the Federation. Member participation in individual bargaining units is critical to our success as a union and to the support for members.
- Bargaining units are organized into 37 districts that represent geographic areas of the province. These regional offices often employ their own administrative staff that is housed in buildings owned by OSSTF. Many districts have more than one bargaining unit.
- No other union can offer you such a well-developed and strong local support system.
- All bargaining units and districts must have a constitution and bylaws and an elected executive. Members elected by their peers to lead our bargaining units are often full-time employees on paid leave from their job.
- At annual meetings, members elect their representatives, set budgets and amend constitutions.

PROVINCIAL STRUCTURES AND SUPPORT

- There is a full-time Provincial Executive composed of seven members elected for two-year terms at the Annual Meeting of the Provincial Assembly (AMPA).

- The Provincial Executive is supported by professional and experienced staff at the provincial office, located in Toronto. The staff has a broad range of knowledge, skills and experience in negotiating, mediating, communicating and researching. Specialized staff has expertise in pensions and benefits, pay equity, professional development, government funding, government relations and in all aspects of the province's education system.
- Elected officers and union staff are a phone call away at **1-800-267-7867**. During regular business hours someone will always answer your call – OSSTF does not resort to voice mail.
- OSSTF employs a well-respected legal firm with expertise in labour, employment and criminal law at no extra cost to the local bargaining units.

PROVINCIAL COMMITTEES & COUNCILS

- OSSTF has many standing committees and councils that provide input from the grass roots, identify local concerns and provide advice to the union. Although they are supported by staff, committed members volunteer their time to support the work of our union.
- All OSSTF standing committees hold provincial conferences on a revolving schedule that include:
 - Leadership Training
 - Collective Bargaining
 - Professional Development
 - Communication/Political Action
 - Status of Women
 - Human Rights
 - Pension and Benefits

SECTOR COUNCILS

Sector councils allow members to interact with colleagues around the province and provide advice on pertinent government legislation and professional standards. They communicate issues to members on a provincial basis and recommend priorities and programs to the Provincial Executive.

PROVINCIAL COUNCIL

All districts are represented at Provincial Council. This legislative body, which acts on behalf of the Federation between annual meetings, meets six times a year in Toronto. Provincial Council is able to give advice and feedback and to relay the concerns of the local membership to the Provincial Executive. It also provides a forum for debating key issues. Leaders are able to meet and interact both formally and informally with one another and with the Provincial Executive.

ANNUAL MEETING OF THE PROVINCIAL ASSEMBLY (AMPA)

- The Annual Meeting of the Provincial Assembly (AMPA) is the supreme decision-making body of the union. Composed of representatives elected by the province's districts and bargaining units, AMPA has more than 500 delegates. AMPA has the authority to set the union's priorities, amend and approve the budget, determine union policy and establish action plans. All districts have the right to move motions at the Assembly.
- Every second year, AMPA elects the members of the Provincial Executive.

“Even though we may be the smallest and the most distant bargaining unit in the province, OSSTF's provincial structure of committees and councils ensures that the voice of my members is not only heard, but also respected.”

Brian Church
President of District 5B, Rainy River



OSSTF Provincial Office: Three Departments to Serve You Better

OSSTF is organized into three main departments that are responsible for many of the services we offer. Staff in the departments and all our members also have access to a research library that provides members with information to meet their research and professional development needs.

The Protective Services Department is responsible for overseeing many of the statutory and non-statutory responsibilities of the union. These include, but are not limited to, negotiations, grievances/arbitrations, education finance, pay equity, health and safety, benefits, long-term disability, training and organizing.

OSSTF provides strong support for local collective bargaining. Although members are trained to negotiate their own agreements, professional negotiators from provincial office are assigned to support local personnel, provide strategies and conduct research.

The defense of our collective agreements is as important as their negotiation. We provide assistance in local grievances and resolving issues informally with employers. Specialists at the provincial office and our lawyers represent members, when required, at no cost to the local or member.

The Educational Services Department provides professional support for all members working with the various professional colleges, liaising with the Ministry of Education and Ministry of Training, Colleges and Universities and various other agencies and educational institutions. This department is also responsible for funding research, monitoring Ministry initiatives and education trends in Canada, and organizing professional development on issues of importance to all members in an increasingly complex and constantly changing work environment.

The Communications and Political Action Department employs a full time legislative lobbyist to liaise with government and other political parties and oversees a political action committee to provide advice on political strategy. The department collaborates with other like-minded unions, organizations and social advocacy groups to share and publicize mutual concerns. It offers workshops, issues brochures and pamphlets, advertises in the media and makes submissions to government. It also hires public relations and polling firms to ensure we have the most up-to-date knowledge and can effectively communicate our message. It publishes a regular newsletter, a periodical, a flyer on current issues as well as direct mailings to members when the need arises.

“ Having spent some time as a member of another trade union, I have found that OSSTF functions more as a service union and provides more support from the Provincial Office with direction and funds for grievances, arbitrations and many other legal issues, along with other areas of member protection. ”

Ana Misiti, Office and Clerical Bargaining Unit President District 21, Hamilton

OSSTF: Bargaining From A Position Of Strength



“ As a Chief Negotiator, I find the opportunity to share with negotiators from other bargaining units invaluable. Part of OSSTF’s strength is the opportunity that it provides for networking and coordination. ”

Dave Brohman,
Chief Teacher Negotiator, District 24, Waterloo

OSSTF is a proven leader in bargaining in the education sector. OSSTF was the first union to negotiate a sub-plan for improved benefits for women during maternity leave. OSSTF was also the first union to negotiate self-funded paid leaves of absence that allow members to take up to a full year off with pay and benefits.

OSSTF, with more than \$50 million in a strike fund, has the resources to back up contract demands. While more than 97% of collective agreements are settled without strikes, it is good to know that if a settlement cannot be reached, OSSTF has the resources to back its members should a strike ensue. The decision to go on strike is made by members of the bargaining unit through secret ballots. Before such a vote is held, members are informed of all the issues in order to make an informed decision.

At \$50 a day plus benefits and pensions from day one, our basic strike support is one of the most generous in the country. Other funds can also be available during a strike to complement strike pay.

OSSTF has a comprehensive training program for local negotiators on a variety of issues that include how to be an effective spokesperson at the bargaining table and how to protect your members once an agreement is signed. Training costs are completely paid for by provincial, not local, budgets.

OSSTF specializes in bargaining for the education sector. That’s all we do. That allows us to take a very focused approach to bargaining. Your issues will get the attention they deserve. OSSTF provides access to trained negotiators who specialize exclusively in the education sector. While negotiations are always conducted by a local team chosen by the bargaining unit, the team has access to research and resources and a trained negotiator from the provincial office is always just a phone call away.

OSSTF: Financial Strength That Guarantees Better Services

OSSTF has an annual operating budget of more than \$35 million and a strike fund of more than \$50 million. Our books are open; our budget and expenditures transparent. Each year, locally elected representatives have the right to amend and approve the budget. Provincial dues can only be increased or decreased by a majority vote of the elected representatives at the OSSTF annual meeting.

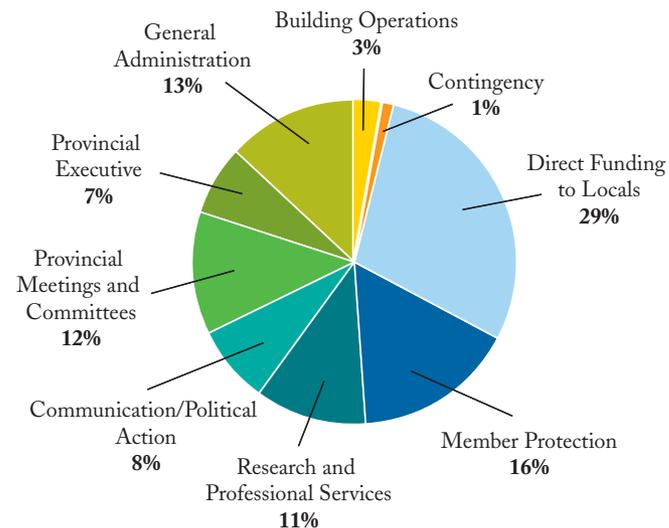
We provide greater protective and professional services for employees in education than other unions and for a smaller fee. Our dues at 1.3% are among the lowest of any union and are tax deductible.

Dues go directly to the provincial office. Districts are given a budget based on a formula that provides all bargaining units with sufficient funds to conduct their day-to-day affairs in a professional and businesslike manner. The provincial office pays for everything else – workshops and conferences (including travelling expenses and accommodations), professional development, negotiations, grievances/arbitration, legal expenses and a minimum strike pay of \$50 per day starting on the first day of the strike, including the bridging of benefits. OSSTF dues are not collected until the first collective agreement is ratified. (Dues in place before OSSTF certification continue at the existing rate.)

ACCOUNTABILITY

Approximately eight times a year a financial report is made available to the membership and in March a yearly audited report is presented at the annual meeting. Districts and bargaining units are required to provide a financial report to their membership at their annual meeting. Districts must provide an annual financial report to the provincial office.

HOW OSSTF FUNDS ARE SPENT



“ Having a collective agreement and the resources and expertise of OSSTF to back it up, has allowed my members, as professional support staff, to maintain our professional integrity and standards of practice. Our employer is now obliged to address our unique working conditions respectfully and equitably. ”

Buddy McWhirter, President of the Professional Student Service Personnel, District 19, Peel

OSSTF: A Leader In Pay Equity

OSSTF: A LEADER IN PAY EQUITY

OSSTF is a recognized leader in negotiating equal pay for equal work for women. In the 1920s, we were one of the first unions ever to fight for equal pay for equal work for women teachers. Since that time OSSTF has been successful in achieving numerous pay equity plans for educational workers across the province.

OSSTF recognized early on that management pay equity evaluation questionnaires were not appropriate for our members. On the basis of research and input from top pay equity experts, we developed our own job evaluation questionnaire that is more respectful of the work that education workers actually do. The OSSTF job evaluation questionnaire has been found to be gender neutral and has been adopted by a majority of employers in education across Ontario.

The OSSTF evaluation system has been used successfully in achieving strong, fair pay equity plans for our members.

OSSTF offers the following pay equity services and expertise:

- assists your bargaining unit in achieving a strong pay equity plan
- ensures that your pay equity plan is maintained
- provides training in negotiating pay equity plans
- provides training in maintenance of your pay equity plan
- provides information and clarification on the Pay Equity Act
- provides financial support, including travel and release time for members to attend government training workshops on pay equity.

As a leader in pay equity since the early 1920s, OSSTF believes that women deserve fair wages and to be treated equally to their male counterparts. Our expertise and specialization in pay equity sets us apart from many other unions.

“ Coming from a smaller francophone bargaining unit, I have always been impressed with OSSTF’s dedication to equity issues. OSSTF’s expertise in pay equity and their long-standing fight to have equal pay for equal work for women is a reflection of that commitment. ”

Réjeanne Demeules,
President, Office and Clerical and Educational Assistants’ Bargaining Unit
– OSSTF District 31, Franco-Nord Ontarien

OSSTF: Unmatched Pension Expertise

OSSTF: UNMATCHED PENSION EXPERTISE

Pensions are fast becoming one of the more important issues for workers in the 21st century. By joining OSSTF you will have the benefit of our longstanding expertise in the area of pension negotiations. OSSTF was a leader in a coalition that some 30 years ago established the Ontario Teachers's Pension Plan (OTPP). The OTPP has gone on to become one of the most successful pension plans in North America and more importantly provides defined and secure benefits to our members upon retirement.

OSSTF has also taken a leadership role for education unions in reforming the Ontario Municipal Employees Retirement System (OMERS), another major public sector plan.

OSSTF's pension expertise goes beyond public sector plans. As a federation we participate in a number of pension committees at the Ontario Federation of Labour, the Canadian Labour Congress and the Ontario Teachers' Federation.

Provincial Office is responsible for protecting the pension rights and entitlements of members. OSSTF protects those rights and entitlements in the following ways:

- OSSTF participates in negotiating benefit improvements and plan changes to both OMERS and OTPP
- OSSTF acts as an advocate for members in dispute with pension providers' decisions and policies

- OSSTF provides members with pension expertise through the pensions officers at the provincial office
- OSSTF helps members with pension planning and retirement workshops across Ontario
- OSSTF provides pension training for district and local bargaining unit leaders.

OSSTF has staff who answer questions and study and research pension issues facing Ontario's educational workers.

How do I plan for retirement?

What will my retirement income be? Will it be enough?

How much does my spouse, beneficiary or estate get if I die?

How do I make the transition from a worker to a retiree?

How do I get extended health care coverage after retirement?

Can I take the CPP pension early?

How does the Old Age Security work?

After I do all this planning, how do I go about retiring?

By joining OSSTF, you will join a union that is a recognized leader in pension negotiations and expertise.

“ Many members have benefited directly from OSSTF through benevolent funds from the provincial office, professional development opportunities, legal assistance with employment related issues, WSIB and pension assistance, all which could not have happened as a non-unionized group. ”

Norm Westbury,
President Brock University Support Staff Bargaining Unit

OSSTF: Getting Things Done Through Lobbying and Political Action

OSSTF has a long history of political action and effective lobbying. Whether advocating for better benefits for women while on pregnancy leave, fighting for the right to strike for Ontario teachers, or leading a provincial protest against draconian changes to education, OSSTF has always been at the forefront in the fight to secure better working conditions for its members and better learning conditions for all Ontario students.

The Communication and Political Action (CPA) department is staffed by five full-time secretariat members and seven support staff members who provide direct services to our more than 139 bargaining units from across the province. The department is critical in undertaking OSSTF action plans and providing support in key areas, including: lobbying, political action campaigns and strategy, election training and briefs and submissions on government legislation.

OSSTF has long believed that it takes friends and allies to improve education and make a difference in society. That is why we were among the first Canadian education unions to join the Canadian Labour Congress. A short time later, we also joined the Ontario Federation of Labour. These formal gestures of solidarity with our friends in the labour movement came after years of collaboration with our partners. OSSTF was instrumental in the Ontario Days of Action to put pressure on the Harris government to reverse its anti-union and socially backward policies. Our efforts led to the biggest political protest in Ontario's history when all four education unions walked off the job in 1997 to protest the Harris cuts to education.

OSSTF is a leader in lobbying. Whether it is through our legislative observer who acts as a full-time lobbyist at Queen's Park, research conducted at our in-house library or through our training of local leaders, OSSTF believes that lobbying requires ongoing information gathering and sharing. We get results because we take the time to know the issues. Because OSSTF is an expert in education, we are recognized by government and other stakeholders as a credible and trustworthy voice when it comes to speaking out on education issues.

While OSSTF has built strong working relationships with government through MPPs and their staff, it also is in constant communication with opposition party representatives. These relationships enable us to lobby successfully on issues of importance in the recent past, including:

- Bullying and workplace safety
- Mandatory retirement
- Pay equity
- Pensions
- Learning to age 18
- Support staff issues
- Funding for education and the university sector

“ OSSTF has tremendous credibility in the education community and with government. As chair of the Communication and Political Action Committee (CPAC), I take great pride in our ability as an organization to use our collective strength to improve Ontario's public education system. ”

Joan Jardin,
Chair of OSSTF CPAC, Kingston

OSSTF: A Leader In Research

“ Since joining OSSTF in 2002, our support staff unit has benefited tremendously by gaining a "seat at the table" whenever issues arise that affect our members. We enforce our collective agreement through a wide range of tools such as labour relations with the employer, member education, involvement on joint committees and the grievance process. ”

**Norm Westbury,
President Brock University Support Staff Bargaining Unit**

OSSTF is a leader in educational research. Major research studies such as Dr. Alan King's *The Good School*, *The Adolescent Experience* and *The Teaching Experience* are as timely today as they were when they were published. More recently, OSSTF released *From Applied to Applause*, an OSSTF research project on improving student success in Applied level courses, designed to bring to public attention the serious curriculum problems facing Applied level students. In the fall of 2005, OSSTF, in partnership with other education unions, published the results of a research survey of members on the subject of student and staff bullying that has elicited tremendous interest in both academic and educational circles.

Currently, OSSTF is participating in several external, federally funded research projects involving Brock University (student behavioural problems and education success), OISE/UT (school-to-work transitions, the effect of government policy and workload on teacher learning, occasional teacher and new teacher learning needs) and York University (barriers to post-secondary education for disadvantaged youth). A proposal has also been submitted to the Canadian Council on Learning for a research project on the teaching of social issues in secondary schools.

Through its Common Threads project, OSSTF also conducts international research on a variety of social issues. The last Common Threads project that was published focused on the plight of HIV/AIDS in the world and another one has begun on the issue of water, its access, privatization and commercialization.

OSSTF's Research Library provides reference and research services for members and staff. It specializes in materials about educational and labour issues.

OSSTF Communications: On Top Of The Issues

Members need to know what their union is doing and what is happening in government and society at large. At OSSTF, informing our members in a timely manner has always been a priority. Through a combination of local and provincial initiatives, members are kept up to date on bargaining, contract maintenance, government initiatives, trends in education, social issues, union training, professional development and the broader labour movement.

OSSTF encourages its districts to keep members informed through newsletters, e-mail and other means. Local, and in some cases, work site communication is complemented by information emanating from OSSTF's central office.

Its newsletter, *Update*, is mailed to every member in every work site on a monthly basis. The contents include short articles on current events including bargaining, tips for members, provincial initiatives and education news. It also allows members to advertise and reach their more than 60,000 colleagues through its classified ads.



Education Forum is an award winning, full-colour magazine published three times a year. It prints longer, more in-depth articles on various subjects of interest to our members. *Education Forum* has won numerous awards for writing, editing, layout and design and best overall magazine from the Canadian Association of Labour Media and the Canadian Educational Press Association.

Education Watch is a pamphlet published approximately six times a year and designed to influence decision makers both locally and provincially. It focuses on a single issue and is written to provide facts to help politicians grasp an issue easily and quickly. It is delivered directly to MPPs from all three major provincial political parties as well as to other decision makers and groups working in education.

Our print media and communication are complemented by the OSSTF website which offers the latest information on the union's activities. Please visit us at osstf.on.ca for more information.

“ From day one, we were aware that we were working with a professional organization. ”

Heidi Klose,
Brock University Support Staff Bargaining Unit

OSSTF: Working Toward A Just And Caring Society

Over the years, OSSTF has developed numerous working and supportive relationships with a broad range of a coalitions and charities, not only in Ontario, but around the world. Through the Provincial Executive and the Human Rights Committee, OSSTF makes financial contributions to a number of organizations through direct donations, membership fees, special project grants and support for fund-raising activities or conferences.

OSSTF not only provides monies for many relief groups around the world, but also participates actively at many world forums. In 2005 and 2006, we were delegates at the Peoples' Summit of the Americas in Argentina, the World Peace Forum in Vancouver and the Tri-National Conference on Public Education in Mexico. OSSTF made presentations at each of these conferences and is recognized in North and South America as an organization that advocates for social change.

Within Ontario, OSSTF belongs to many coalitions that include:

- Ontario Coalition for Better Childcare
- Ontario Health Coalition
- Ontario Coalition for Social Justice
- Workers Art and Heritage Centre
- Ontario Federation of Home and Schools
- Ontario Women's History Network
- Centre for Social Justice
- Campaign 2000 (Make Poverty History Campaign)

Through these organizations, OSSTF works with many individuals and groups toward common goals, that include the defense of public education and workers' rights and the promotion of a caring and just society.

Within the labour movement, OSSTF belongs to the Ontario Federation of Labour and the Canadian Labour Congress. OSSTF participates in both of these organizations at the executive level. Many of the local labour councils around the province have OSSTF members as presidents.

“ It is so rewarding to belong to an organization that actively supports education in developing countries and also protects the rights of students and educational workers in Ontario. I am proud to be the chair of our OSSTF Human Rights Committee. Thinking globally is what we do! ”

Elizabeth Akano, Chair HRC

OSSTF: What Our Services Cost



The cost of membership of OSSTF is 1.3% of your salary before deductions. This is one of the lowest rates in Canada.

- All union dues are tax deductible.
- Provincial dues can only be increased or decreased by a vote at the annual meeting each March.
- On average, approximately 40% of the dues paid to the provincial office are returned either directly or indirectly through subsidies to your bargaining unit to conduct your day to day business and take part in OSSTF activities.
- Your dues also pay to provide services such as:
 - professional negotiators
 - services that include grievance and arbitration, pay equity negotiations and maintenance, pension and benefit services
 - access to legal counsel in specific cases
 - training at the local, regional and provincial levels
 - hardship funds, member/student scholarships, grants and awards
 - political action campaigns
 - union newsletter and magazine
 - professional development

YOU DO NOT BEGIN TO PAY OSSTF DUES UNTIL YOUR FIRST COLLECTIVE AGREEMENT IS SIGNED

JOINING

How To Join OSSTF

SIGN MEMBERSHIP CARDS

A signed card indicates your desire to secure bargaining rights through OSSTF and protect your future. By law, your decision to join the union is strictly confidential. The employer is never told who signed a card and will never know how you voted as an individual. The union and the Ontario Labour Relations Board (OLRB) are the only parties that see the signed cards.

APPLY FOR CERTIFICATION

When a clear majority of your co-workers agree to join OSSTF by signing cards, an application is sent to the OLRB requesting certification.

VOTE BY SECRET BALLOT

The OLRB will order and conduct a secret ballot vote within five working days from the date of application by the union.

GET CERTIFIED AS AN OSSTF BARGAINING UNIT

To be certified as a union in your workplace you need a majority of eligible voters (50% plus one) to choose that option. Congratulations, you are now a member of OSSTF, the largest all-inclusive education union in Ontario. Now we start working on your behalf.

SET YOUR LOCAL CONSTITUTION AND BYLAWS

With the assistance of an OSSTF representative, your bargaining unit will establish a local constitution and set of bylaws that will govern your bargaining unit. Your local constitution and bylaws will be adopted by vote at a general meeting of your membership.

ELECT YOUR LOCAL EXECUTIVE OFFICERS AND COMMITTEES

At a general meeting where all new members are invited, the members will also elect a new executive committee including a president, treasurer and chief negotiator to work on your behalf.

GIVE NOTICE TO BARGAIN TO YOUR EMPLOYER

OSSTF as the new bargaining agent will notify your employer that we wish to meet and negotiate a new collective agreement. A professional negotiator from OSSTF and your collective bargaining committee will meet with the employer to negotiate your first OSSTF contract. The employer is legally bound to bargain with your union in good faith.



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