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**Guiding Principles with Objectives for Draft Document  
Re: OSSTF/FEESO Hiring Practices  
(Reg 274) Implementation**

**Passed at Provincial Council April 26, 2013**

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## **UNIVERSALLY APPLICABLE STANDARD OF FAIRNESS**

### **Transparency: Content and creation of OT roster, LTO list and access to permanent jobs, equitable distribution of short term assignments, adherence to maxima and minima**

- Annual publication of OT roster for monitoring by the union; full transparency and oversight;
- Caps which recognize (grandparent) all members on existing lists; final number to be locally determined and achieved through attrition;
- Centrally determined minimum threshold number of days worked to stay on OT roster; locally agreed upon adjustments to reflect local circumstances;
- Recognition of days worked as OTBU leader as acknowledged in collective agreement as equivalent to days worked for purposes of maintaining eligibility for OT roster;
- Minimum floor percentage of the OT roster to be included in LTO list to permit local flexibility and prevent management “starvation” of LTO list;
- Call-out system to ensure transparency and equity of opportunity for short term assignments;
- Seniority to have significant weighting in determining successful applicants for all job postings; other factors as well as guidelines for weighting to be determined centrally, subject to flexibility if agreed to locally.

### **Fair access to work: retaining the right to permanent employment for existing members, permitting greater opportunity for employment, ensuring equitable distribution, permitting eligibility for permanent TBU members who successfully apply from other jurisdictions**

- Annual publication of OT roster for monitoring by the union; full transparency and oversight;
- Caps which recognize (grandparent) all members on existing lists; final number to be locally determined and achieved through attrition;
- Centrally determined minimum threshold number of days worked to stay on OT roster; locally agreed upon adjustments to reflect local circumstances;
- Call-out system to ensure transparency and equity of opportunity for short term assignments;
- Possibility for permanent TBU members who successfully apply from other OSSTF/FEESO jurisdictions to gain access to the OT roster and LTO list (not to exceed caps), but no entitlement to retention of employment in the case of future redundancies, and no guarantee of movement from OT roster to LTO list.

- Prior to generation of LTO work:
  - access to work for supernumerary pool;
  - access to permanent work for redundant permanent teachers
  - expansion of timetable/FTE status for part-time permanent teachers (OT work following these steps, no intrusions from outside OTBU)
- Minimum floor percentage of the OT roster to be included in LTO list to permit local flexibility and prevent management “starvation” of LTO list;
- LTO employment opportunities based on interviewing a fixed number of the most senior applicants;
- Permanent employment opportunities based on interviewing most senior applicants;
- Access to permanent employment opportunities for Continuing Education and Adult Day School teachers where this entitlement previously existed.

#### **SCOPE FOR SOME LOCAL AUTONOMY AND FLEXIBILITY**

- Call-out system to ensure transparency and equity of opportunity for short term assignments;
- Minimum floor percentage of the OT roster to be included in LTO list to permit local flexibility and prevent management “starvation” of LTO list;
- Seniority to have significant weighting in determining successful applicants for all job postings; other factors to be locally determined; other factors as well as guidelines for weighting to be determined centrally, subject to flexibility if agreed to locally.

#### **PRIORITY RECOGNITION OF SENIORITY**

- Seniority to have significant weighting in determining successful applicants for all job postings; other factors to be locally determined; other factors as well as guidelines for weighting to be determined centrally, subject to flexibility if agreed to locally;
- Possibility for permanent TBU members who successfully apply from other OSSTF jurisdictions to gain access to the OT roster and LTO list (not to exceed caps), but no entitlement to retention of employment in the case of future redundancies, and no guarantee of movement from OT roster to LTO list

- Prior to generation of LTO work:
  - access to work for supernumerary pool;
  - access to permanent work for redundant permanent teachers;
  - expansion of timetable/FTE status for part-time permanent teachers (OT work following these steps, no intrusions from outside OTBU);
- LTO employment opportunities based on interviewing a fixed number of the most senior applicants;
- Permanent employment opportunities based on interviewing most senior applicants

### **DEFENSE OF STATUTORY RIGHTS REGARDING LEAVE PROVISIONS**

- Waiver of eligibility requirements for OT roster or LTO list for statutory leaves.