Bargaining Bulletin

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Dear members

As you may have read or heard in the media lately, the government has now signed two additional memorandums of understanding (MOU) with education sector unions. They are as follows:

- July 30, 2012, the Minister of Education announced a Memorandum of Understanding (MOU) has been reached with the Association of Professional Student Services Personnel (APSSP). No school board trustees signed the agreement.

- The Association of Professional Student Services Personnel (APSSP) is a small union that represents about 750 student services professionals employed at Catholic and Public School Boards in Ontario. The APSSP membership consists of staff in the disciplines of psychology, social work, speech and language pathology, child and youth work, and other related student support services. APSSP represents professionals at these Ontario School Districts:

  Bruce-Grey Catholic
  Durham Catholic
  Hastings Prince Edward District
  Niagara District
  Toronto Catholic
  Dufferin-Peel Catholic
  Halton Catholic
  London Catholic
  St. Clair Catholic
  Waterloo Catholic

- August 9, 2012, the Minister of Education announced a Memorandum of Understanding (MOU) with the Association des enseignantes et des enseignants franco-ontariens (AEFO). Neither the Public French School Board Association (ACÉPO) nor the French Catholic School Board Association (AFOCSC) signed the agreement.

- AEFO represents 10,000 teachers and education workers in Ontario's French-language elementary and secondary schools, both Catholic and public, and workers in other French-language establishments.

The two agreements are very similar to the OECTA MOU and include the following features:

- Zero per cent salary increases in 2012-13 and 2013-14.
- Members taking a 1.5 per cent pay cut in the form of three unpaid professional development days in the second year of the agreement
- Members will only move through the grid for their experience and additional qualifications but receive those increases on Day 97 of the school year
- A restructured short-term sick leave plan that may include up to 10 sick days.
- A short-term leave and disability plan to a maximum top-up of 90% that may require members to prove a recurrent or chronic medical condition, pregnancy or surgery
- A new hiring practice for substitute teachers
- For AEFO, a professional development allocation using funds remaining from the allocation in the 2008- 2012 collective agreements.
- For AEFO, Agreement on a non-monetary change to better align the French system with the rest of the education system.

It is apparent that in all of three of the MOUs that have been signed to date, individual members' rights related to the established bargaining process have been denied; for example, conciliation; sanction/strike; ratification and unencumbered local bargaining (AEFO has informed OSSTF that its members will vote on whether or not they think the MOU should be part of their local collective agreement).

Where does OSSTF/FEESO stand?

- OSSTF/FEESO has now been told by the government that it will no longer entertain bargaining discussions at the provincial level. Therefore, OSSTF/FEESO will be proceeding with the provisions outlined in the *Labour Relations Act* and will move forward with local bargaining. Local strike votes will proceed on the dates previously scheduled.

- Premier McGuinty and Minister of Education Broten have stated publicly that if school board trustees are unwilling or unable to negotiate and sign local agreements before Aug. 31, their government is prepared to introduce legislation.

- Like the opposition parties, OSSTF/FEESO does not know if or when the government will proceed with legislation, the form it will take or how it will be applied. OSSTF/FEESO continues to closely monitor the situation.

- On Friday, August 10, 2012, Education Minister Broten also sent a personal email to all school trustees, urging them to sign deals with local unions by September 1, 2012 or face paying millions of dollars in extra wages from their boards' budgets. The letter also warns trustees that Minister Broten intends to proceed to implement changes pertaining to in-class testing and the hiring of supply teachers, whether or not boards agree. OSSTF/FEESO is also closely monitoring how Minister Broten intends to accomplish this and the potential impact upon our members.

- There will be a special meeting for OSSTF/FEESO Bargaining Unit Presidents, Chief negotiators and members of the provincial CBC Committee on Wednesday August 15, 2012, just prior to OSSTF/FEESO's Summer Leadership.

- On Thursday, August 16, President Ken Coran will address over 350 local leaders at Summer Leadership and provide an update on the latest developments related to negotiations. A video of the President's speech will be posted on the OSSTF/FEESO provincial website by early afternoon.

- As well, a letter from the Provincial Executive will be sent to every OSSTF/FEESO member in the next week to provide an update about the current situation.

Kenneth Coran, President

OSSTF/FEESO
PROTECTING AND ENHANCING PUBLIC EDUCATION