Bargaining Bulletin

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OSSTF/FEESO Support Staff Bargaining Units Legal Strike Action

Strike Action for bargaining units in a legal strike position will commence on November 7, 2012. Your Bargaining Unit President will inform you when strike action in your specific bargaining unit will begin.

As a part of their legal strike action Support Staff Bargaining Unit Members WILL:

- only work their normal, scheduled hours except if earning paid overtime (no lieu time)
- take all breaks when scheduled
- take a full lunch period at the scheduled time, away from their work station
- turn off radios/walkie-talkies during all breaks
- work to their job description

Support staff members on legal strike WILL NOT engage in the following activities as is appropriate:

Additional responsibilities

- engage in work-related e-mail after the end of the working day, or before the beginning of the working day
- supervise students who are sent to the office
- transport students
- troubleshoot the photocopier
- use personal electronic devices for Board business at any time
- keep board pagers, cell phones turned on beyond the end of the working day (unless on paid overtime)

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Administrative assistance

- contact companies for things such as waste management, blue boxes etc.
- file EQAO/OSSLT results
- call in their own supply
- provide equipment maintenance unless scheduled through work orders
- do paperwork that should be done by a teacher or administrator
- provide service without complete, signed consents and referrals
- photocopy and/or distribute Board documents

Daily schedule

- switch breaks
- participate in any meetings beyond those scheduled during their regular work day
- make bank deposits pick-up/deliver mail outside of regular working hours
- stay past working hours for any meetings
- engage in report writing or completion of assessments outside of the regular work day
- run workshops outside of the regular work day
- attend staff meetings outside of working hours or during breaks or lunches
- attend parent council meetings that are held outside of regular working hours
- answer phones before/after regular working hours or during breaks
- attend meet the teacher events outside of regularly scheduled work day
- provide setup/tear down of community functions; be unavailable for emergency call-ins unless on paid overtime
- be unavailable to open or close schools after hours unless on paid overtime

Supervision/coverage for absent colleagues

- provide replacement/coverage for absent colleagues
- do the work of an absent colleague(s)
- accept assignments that are the duties of absent colleagues
- accept any assignment to supervision in addition to regular assignments to duties with students or in addition to the ongoing, unassigned supervision of student behaviour in hallways and other areas of the school that is performed as a part of a support staff worker's professional responsibility

- accept assignment to general bus duty
- perform general yard duty

Professional development

- participate in any professional development activities beyond those that are self-directed

Meetings

- attend Board committee meetings
- attend joint meetings with Board staff unless it is actually part of their role description that they sit on these committees (e.g., Coordinator of Integrated Services, Coordinator of Behaviour Programs, Coordinator Student Well Being, etc)
- attend regional meetings

Ministry initiatives

- engage in/implement any new Ministry initiatives
- attend any committees or work groups

To be determined by local bargaining units:

As a part of their legal strike action, Support Staff Bargaining Unit Members:

- will not engage in work-related travel during regularly scheduled work hours
- will, where practical, start all days at the Board Office and then go to schools.
- will return to Board Office by the end of one's working day

Additional responsibilities

- will not conduct lice checks
- will not accept additional assignment pay
- will not transport school equipment in a personal vehicle
- will not provide after-hours assistance with catering services orders

Administrative assistance

- will not enter/track staff attendance
- will not hand in attendance
- will not provide year-end financial reports
- will not review invoices/bills etc.
- will not handle cash
- will not prepare overdue notices for books
- will not sort the lost and found

Daily schedule

- will not travel between schools/worksites during lunch breaks
- will not engage in community liaison work beyond regular work hours
- will not meet with parents after school hours
- will not conduct groups outside of the regular school day (typically social skills, girls and boys groups, anger management, etc.)