

Surveys

- OSSTF/FEESO conducts priority surveys in order to allow every member to have input into the bargaining process.
- A provincial survey will be conducted prior to the start of each round of bargaining. Local Bargaining Units may also conduct a survey of their own to determine priorities for the local table.
- It is very important for every member to take the time to complete these surveys—this is your opportunity to tell our union what is impacting you at work, and what is important to you.

Local bargaining

- As we have said, OSSTF/FEESO believes that local bargaining is an integral part of the process, and the best way to meet the needs of the local parties.
- Member participation in the local bargaining process, through completing survey, involvement with local Collective Bargaining Committees, and supporting the bargaining process through collective action when necessary, has had a significant impact on the bargaining process and on achieving positive outcomes for members. It is crucial that this history of member participation continues.

Confidentiality

- One of the challenges faced by the union during bargaining is to balance the need to maintain confidentiality with the need to keep members informed of progress.
- Maintaining confidentiality of the details of the discussions at the bargaining table is an important part of bargaining strategy. Revealing details can impact the ability of the union to achieve priorities and make gains.
- OSSTF/FEESO uses a number of vehicles to maintain the flow of information and updates to members during the bargaining process. *Bargaining Bulletins* that are accessible only to members are released regularly. In addition, local Bargaining Units assist in getting information about central bargaining to members through personal email addresses. Locally, each Bargaining Unit determines the best method to keep members informed of the status of local negotiations.

Video one Your Voice Matters



STANDING SOLID, PUSHING FOR CHANGE

The structure of the CA

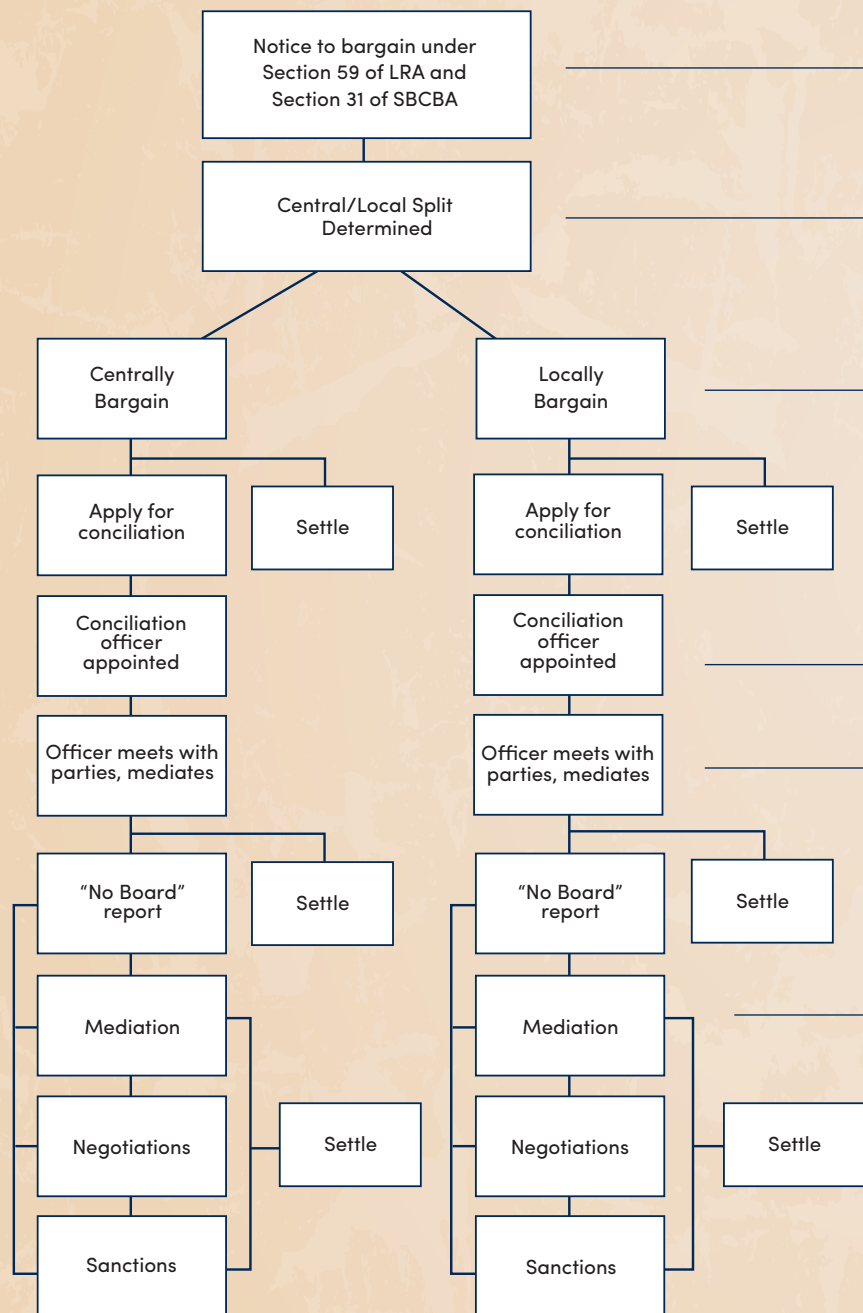
- Your collective agreement is divided into two parts—Part A contains the items which were bargained centrally. Part B contains those bargained locally.

How the central/local split is determined, and OSSTF/FEESO's philosophy

- Under the *School Boards Collective Bargaining Act* (SBCBA), some items are bargained centrally and apply to all members, while others are bargained locally and apply to the members of a particular Bargaining Unit.
- The first step in a round of bargaining is to determine which items will be bargained at each level, and the SBCBA defines the process for this.
- The central parties (the union, representatives from the affected school board associations, and the government) meet to discuss and negotiate the list of items for each level. If the parties are unable to come to agreement, then the Ontario Labour Relations Board determines which items will be bargained at each level.
- OSSTF/FEESO takes the position that the items bargained centrally should be limited to major financial items, such as salary and wage increases, and funding for benefits. It is our view that the needs and conditions vary greatly across the province and so most items should be left to the local bargaining table so that the local parties can find solutions best suited to their particular needs.

NEGOTIATING A CONTINUING CONTRACT UNDER THE LABOUR RELATIONS & SCHOOL BOARDS COLLECTIVE BARGAINING ACTS

PROCESS



TIMELINES

Only given centrally. Local notice is deemed given within 90 days of expiry of the agreement.

First central meeting within 15 days of notice or as mutually agreed.

Central and local bargaining within 15 days of central issues being determined.

This application to the Labour Board can occur any time after bargaining begins.

The Labour Board conciliator is usually appointed within two weeks.

The conciliator meets with the parties to offer assistance in reaching a settlement.

This report to the Labour Board indicates that a settlement isn't going to be reached.

Mediation is offered to the parties after the "no board" report is issued.

Sanctions may be taken 17 days after the "no board" report is issued, provided that a strike vote has been held. Sanctions may include work-to-rule, work slowdown, withdrawal of services, full walkout and/or lock out. Five days notice must be given before any sanction or altering of working conditions.