



## TBU President's Report

January 2024

### ON-CALLS

At this point in the year, some of our members are at or near the limit (29) of contractually mandated on-calls. Once 29 on-calls have been completed, members have the right to:

1. Refuse further on-calls. Inform/confirm with your administrators that you've complete your requisite duties, and request removal from the pool for the duration of the year.
2. Accept on-calls for payment. Current Board practice is to pay the member *by the hour at their grid rate*. Payout is once monthly. Please note that this practice falls outside the collective agreement. Issues experienced need to be resolved with the Board.

Remember: once you've met your contractual obligations, you're in the driver's seat for paid on-calls. If you are told you **MUST** work an on-call (after 29), request the assignment in writing, and follow your supervisor's instructions. Seek out your in-school rep, or contact the union office when you are able.





## Threats/Intimidation

If you are threatened or intimidated in day-to-day communications by a parent or student, you need to take action.

1. Report details in writing to your administrator.
2. Where applicable, fill out a Safe Schools/Workplace Violence form. Threats are actionable under Board policy.
3. Communicate with the Federation – call the Union office. We will maintain a record of the incident, and follow up with the Board.

## Member to Member Responsibilities

Recently we've experienced issues where there have been negative reports made to administration by Federation members about other Federation members.

There is a degree of complexity that we must understand: in D2 our membership includes ECEs, EA's, Support Staff, and Occasional Teachers. Should a member feel the need to make an adverse report to administration about *any* another member, they **MUST**

***"give that member a copy within three days. This does not apply when reporting suspected child abuse under the Child and Family Services Act"***

In all cases, it is best for us as an organization to resolve these types of issues internally. I am happy to facilitate a conversation



between members, and Provincial has mediation services available should a situation require more in-depth attention.

### **Local Education Unions Workplace Violence Symposium**

On January 15, local ETFO, OSSTF, and CUPE presidents met to discuss general approaches to the ongoing issues around violence in our workplaces.

We continue to promote the use of Safe-Schools forms to report and record incidents for which a student could be suspended or expelled. We also encourage the use of student initials in the “event description” to facilitate the review and analysis of processed forms by the Federation. We are not party to student names on the form, and appreciate the ability to identify recurrent behaviour by students so we can bring it to the attention of administration as required.

### **Collective Bargaining**

The TBU table team met with Board representatives on January 10, 16, and 17. Bargaining briefs have been exchanged, and negotiations are ongoing. Formal assistance from Provincial has been requested due to the nature of the progression to Voluntary Binding Interest Arbitration. The TBU’s table team has been effective in detailing our member’s concerns and priorities, and continue to work to achieve agreement.



Bill 124 year 3 arbitration is beginning this week. We appreciate the importance of a settlement on this matter, but the situation is developing, and there are no dates for payout at this time. There are preliminary indications that this may happen in the fall.

## **Seniority**

The seniority list was distributed to members to elicit amendment, and then forwarded to the Board. We currently show 323 full time TBU Members!