



District 2, Algoma
OCCASIONAL TEACHERS' BARGINING UNIT
YEAR-END PRESIDENT'S REPORT – JUNE 22, 2023



Well, we've almost made it! Summer is quickly approaching but in the meantime there is much to do as far as our work with OSSTF/FEESO goes. Here is a snapshot of some of the Meetings and issues that we have been dealing with in regards to the Occasional Teachers' Bargaining Unit.

HIGHLIGHTS:

OCCASIONAL TEACHER SHORTAGE

The Board has been dealing with a continuous shortage of Occasional Teachers for both long-term and daily work. Postings for long-term positions in the outlying areas have gone out several times and no one has applied for them, thus leading to an additional stressor for those single entity schools as sometimes the Board has had to hire "unqualified" replacements. Over the last few months there has been some "relief" but the issue is far from resolved.

The OTBU Roster is depleted and when you factor in all of the Retirees who have stepped up and filled in along with those hired for LTO positions over the course of the year, there were very few OTS left to accept the daily assignments. In some schools, those positions were unfilled and had to be assigned to other teachers thus creating other contractual issues. Of course the TBU President is dealing with the Board over those assignments.

NOTE:

As of the end of May, there were about 20 unqualified/uncertified people on the List who were available for daily occasional work but even with those people, the system was short of occasional teachers. In fairness, some of those "unqualified people", signed up but never accepted a day of work which compounded the problem.

As an aside, we are not the only Board with a shortage of qualified OTs. There is a similar problem across the Province with hundreds of daily call outs left unfilled! We are not alone but some relief

needs to be provided in the fall. However, we are a little better off than we were last year at this time. Check out the stats!

As of the end of June 15, 2023, please note the following statistics:

STATS:

- 93 # OF MEMBERS (SECONDARY) ON THE QUALIFIED LIST (in 2022- #90)**
- 30 # OF MEMBERS IN LTO POSITIONS (SECONDARY SCHOOLS) (in 2022-#32)**
- 2 # OF MEMBERS ON LEAVES OF ABSENCES (in 2022 – #10)**
- 59 # OF MEMBERS AVAILABLE FOR DAILY WORK (ENTIRE DISTRICT-ADSB
(in 2023- #48))**

UPDATE: COLLECTIVE AGREEMENT & INPUT INTO LOCAL BRIEF

- Our Collective Agreement expires August 31, 2022 (end of a three year contract)
- This means that both parts – the Provincial and Local Agreements expire on the same date
- The Provincial Office surveyed members and are using those results to negotiate with the bodies involved at the Provincial level – Central Tables
- At this point, there has been slow progress over the last year, but there is a strategy being used with that lack of progress especially after the resounding mandate that the Ford government was given in the Fall of 2022 – an overwhelming majority is NOT a good thing for education workers, however, we will be ramping up our negotiations in the fall
- More details on those plans will be distributed prior to the end of the school year as the District/Bargaining Units are developing and confirming details of our Plan to hold school/area visits in early September
- **LOCAL** Bargaining has not commenced and probably won't until well into the fall as the larger Bargaining Units will probably be at their local tables first. In the meantime, I have been working on our Local brief (without a Chief Negotiator) that will be vetted by the Executive in early September. Once the brief appears to be ready to go, and according to our Constitution, the Executive will have to pass a motion to approve the brief. Then the brief is sent to Provincial Office for further vetting and once approved by them, we can commence negotiations with the Board. Stay tuned! It is going to be a busy fall!

STAFFING (CONTRACT POSITIONS) FOR THE FALL

At this point, there has been an estimated 6 contract positions posted for internal and external candidates to apply for up to June 1, 2023, but many of those postings were very subject specific so there will only be a limited number of qualified people who could apply. The number of LTO postings at this time has been very fluid, but I am confident there will be more by the end of June.

Just for clarification, in the TBU established staffing process, any teacher who had a part-time contract and part-time LTO position this year was automatically topped up to full time contract prior to the postings being distributed. (Depending upon qualifications), so that did reduce the number of contract positions being posted.

MEETINGS..MEETINGS...MEETINGS

I continue to meet with the Board on a variety of issues as well as attend a multitude of Provincial, District and Local Bargaining Unit Meetings. This is a very busy time of the year. I will continue to provide you with updates as issues arise. Stay tuned!!

THANK YOU

Thank you to my **OTBU Executive Members** who have worked very hard over the last year to represent the OTBU membership in a variety of capacities:

- **Kevin Hogan, Treasurer, Collective Bargaining Committee**
- **Jenny Febbraro, Secretary**
- **Steve Pavlik, Health & Safety Representative**
- **Natalia Pashkovskyy, Equity, Anti-Racism & Anti-Oppression Representative and Collective Bargaining Committee**
- **Ellen Jardine, Vice President, Status of Women Representative**

COMMITTEE AND EXECUTIVE VACANCIES

There are still several Committees requiring some participants. They include Educational Services Representative, Communication/Political Action as well as Members to serve on our Local Collective Bargaining Committee.

If you would like to get involved and/or serve on a Committee or Executive, please let me know. **We can't do this job alone**, but with your help we can continue to support one another and make a difference somewhere. These positions lead to both personal and professional growth and give you the opportunity to work with Board personnel in a different capacity.

Finally, if you have any questions or concerns about anything connected with your employment please feel free to contact me. I am always a phone call or email away!!



Sharon Indrevold, OTBU President

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