APPENDIX A1

PC #29/2018-2019

Member Education for Negotiations under the School Boards Collective Bargaining Act

Member Education for Negotiations under the School Boards Collective Bargaining Act

The workgroup has created a video series aimed at educating members who work for the school boards where bargaining is governed by the School Boards Collective Bargaining Act. The Member Education for Negotiations package will include 3 short videos each with an accompanying pamphlet which provides further detail.

The release plan is as follows:

Video	Content	Release
Your Voice Matters (video is complete)	Member input	November PC
Bargaining Matters (video is complete but requires some changes)	The SBCBA, developing the brief, confidentiality, etc.	January PC
Solidarity Matters (video is in the process of being developed)	The way to arrive at a fair deal is through member involvement and solidarity	February PC

These videos are aimed at the average member and contain the basic information on the bargaining process. The videos are short (3 – 4 minutes) and the accompanying pamphlets provide further details intended to assist in answering many of the questions asked by members during bargaining.

The intent is that the videos will be used at local membership meetings to introduce the topic and encourage follow up discussion. Bargaining units in each District are encouraged to work together in developing a plan for the release of these videos in order to maximize the involvement of all job classes.

Upon the completion of the creation of the 3 videos, the relevant information will be consolidated into a video aimed at OSSTF members from the University and Independent School bargaining units.

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.

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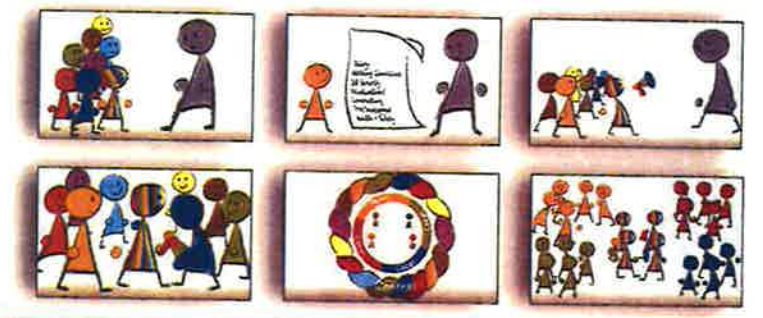
APPENDIX A2

OSSTF/FEESO

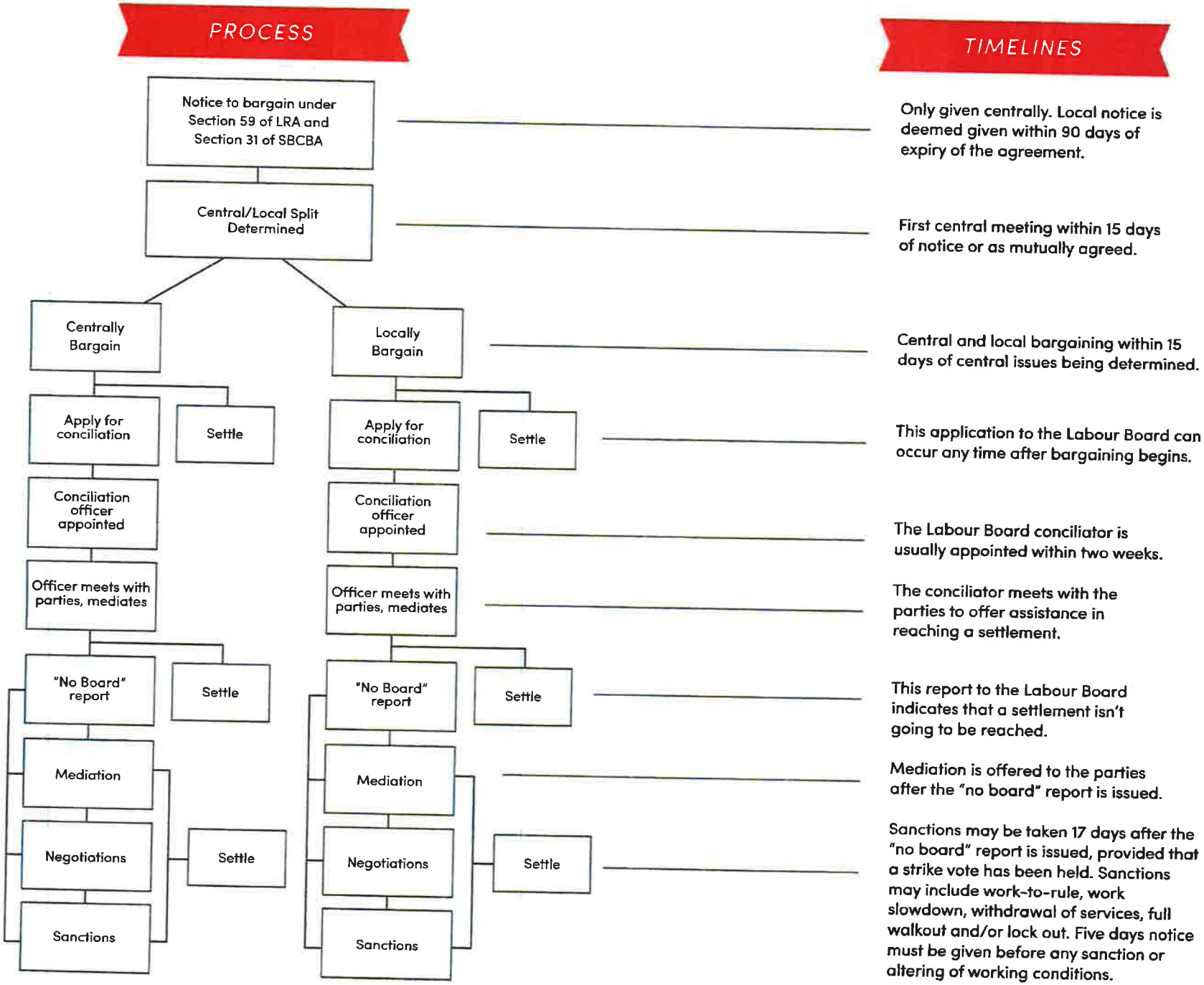
Video one
Your Voice Matters



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