



# OUR SCHOOLS OUR FUTURE

ETFO COLLECTIVE  
BARGAINING 2022



## ETFO CENTRAL BARGAINING BULLETIN

December 16, 2022 | Teacher/Occasional Teacher Bulletin - Number 4

### TEACHER/OCCASIONAL TEACHER CENTRAL BARGAINING: OLRB HEARING REGARDING OCCASIONAL TEACHER HIRING PRACTICES

As outlined in *Central Bargaining Bulletin #3*, on **November 14, 2022**, ETFO's application to the Ontario Labour Relations Board (OLRB) was heard. The OLRB was asked to decide whether occasional teacher hiring practices should be negotiated centrally at the ETFO Teacher/Occasional Teacher Central Table or locally during local bargaining.

ETFO took the position that hiring practices should be bargained locally between ETFO occasional teacher locals and individual school boards. Best practices around hiring may change from board to board due to unique local circumstances (e.g., size/location of the board, staffing issues, community needs, etc.). Consequently, ETFO believes that occasional teacher locals and their corresponding school boards are best placed to understand those unique circumstances and address them most effectively through local bargaining.

On **December 2, 2022**, OLRB Vice-Chair Jesse Kugler issued a decision on ETFO's OLRB application. Unfortunately, Vice-Chair Kugler found that the issue of occasional teacher hiring practices falls within the scope of bargaining at the central table for the 2022 round of bargaining.

As a result, occasional teacher hiring practices will be added to the 2022 Teacher/Occasional Teacher Central List at the next Teacher/Occasional Teacher central bargaining date.

### UPDATE: TEACHER/OCCASIONAL TEACHER CENTRAL BARGAINING

On **Monday, November 22**, ETFO met with the Ontario Public School Boards Association (OPSBA) and the government to begin negotiations at the Teacher/Occasional Teacher table. At that time, ETFO was still awaiting a decision from the Ontario Labour Relations Board (OLRB) regarding the status of occasional teacher hiring practices. As a result, technically, there is still no agreement on the Teacher/Occasional Teacher Central List for the 2022 round of bargaining. Despite this, the parties were able to outline their positions on some other items.

OPSBA and the government presented to ETFO's bargaining team a summary of their proposals on the following major Teacher/Occasional Teacher issues:

- term of the collective agreement (i.e., a four year term);
- salary, wages and other direct compensation;
- benefits funding;
- changes to sick leave and short-term disability leave entitlements;
- standardized screening proposals based on a recommendation from the *Right to Read Report* produced by the Ontario Human Rights Commission (OHRC);

- occasional teacher hiring practices (pending the OLRB's decision);
- the Supports for Students Fund; and
- provincial working groups (i.e., the Ministry Initiatives Committee and the Provincial Working Group on Health and Safety).

During bargaining discussions, ETFO made it clear to OPSBA and the government that the Federation is not receptive to changes to our members' sick leave and short-term disability leave entitlements.

ETFO presented a number of proposals on November 22, including:

- release time and the distribution of IEPs;
- Kindergarten class size;
- Primary class size;
- Junior/Intermediate class size;
- hybrid and online instruction;
- health and safety training for ETFO Teacher/Occasional Teacher members, particularly in the area of addressing workplace violence in schools; and
- other methods of assessing and addressing, in a province-wide manner, workplace violence in schools.

Central bargaining discussions on November 22 were collaborative and respectful.

## MINISTRY OF EDUCATION PRESENTATION ON EARLY READING SCREENING

During Education Worker central bargaining on **Monday, December 12**, Ministry of Education staff provided ETFO with a brief presentation called "Right to Read: Early Reading Screening." The presentation outlined proposed next steps to address the early reading screening recommendations in the OHRC's *Right to Read Report*.

Staff from ETFO's Professional Learning and Curriculum Services area joined ETFO bargaining team members to hear the Ministry of Education's presentation. ETFO is reviewing the content of the Ministry's presentation to determine an appropriate response, beyond what was provided by ETFO in its June 2022 document called *ETFO Submission to the Ministry of Education: Consultation on Early Reading Screening*. That document can be found at the following link:

[ETFO Submission on Early Reading Screening, June 2022.](#)

## CENTRAL BARGAINING DATES IN JANUARY

Additional central bargaining dates have been confirmed for **January 9, January 16, and January 20, 2023**. The January 9 date has been reserved for Education Worker central bargaining, with the agenda for the second and third January dates yet to be determined at this time.