



OUR SCHOOLS OUR FUTURE

ETFO COLLECTIVE
BARGAINING 2022



ETFO CENTRAL BARGAINING BULLETIN

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TEACHER/OCCASIONAL TEACHER CENTRAL BARGAINING TABLE: BARGAINING UPDATE

On Monday, November 22, ETFO met with OPSBA and the government to begin negotiations at the Teacher/Occasional Teacher (T/OT) table. This was the first day of formal T/OT bargaining.

During that first day of negotiations at the T/OT Central Table, proposals were exchanged by ETFO bargaining representatives, and the team representing the Ontario Public School Boards' Association (OPSBA) and the government. More information about the exchange of proposals will be provided to members in an end-of-year Central Bargaining Bulletin during the week of December 12th.

EDUCATION WORKER CENTRAL BARGAINING TABLE: UPCOMING BARGAINING DATES

Additional ETFO Education Worker central bargaining dates have been set for **Monday, December 12 and Tuesday, December 13**.

ETFO will be issuing a *Central Bargaining Bulletin* during the week of December 12th to summarize the progress of Education Worker negotiations.

ADDITIONAL BARGAINING DATES IN JANUARY PROPOSED BY ETFO

ETFO has proposed several additional central bargaining dates for January. Members will be advised of those dates once we have received confirmation of acceptance from the employer bargaining agencies and the government.

OLRB HEARING REGARDING OCCASIONAL TEACHER HIRING PRACTICES

Members may recall that during the development of a central list that determines what should be negotiated at the T/OT Central Table for the 2022 round of bargaining, the parties (i.e., ETFO, OPSBA and the government) could not agree about whether occasional teacher hiring practices should be negotiated centrally or locally.

The legislation that governs education sector bargaining – the *School Boards Collective Bargaining Act* – anticipates these types of disagreements and provides for a dispute resolution mechanism through the Ontario Labour Relations Board (OLRB). The parties take their concern to the OLRB, the OLRB hears both sides, and then it makes a determination about whether an issue should be bargained centrally or locally.

ETFO asked the OLRB to decide whether occasional teacher hiring practices should be negotiated centrally at the ETFO T/OT Central Table or during local bargaining. ETFO believed that, with the repeal of Regulation 274, hiring needed to be a local matter. OPSBA and the Crown disagreed.

ETFO's application to the Ontario Labour Relations Board (OLRB) was heard on Monday, November 14, 2022. At the virtual hearing, arguments were made by legal counsel for ETFO, OPSBA and the government. The hearing concluded during the early evening of November 14, 2022.

On Friday, December 2, OLRB Vice-Chair Jesse Kugler issued a decision. Vice-Chair Kugler found that the issue of hiring practices falls within the scope of bargaining at the central table for the 2022 round of bargaining.

While ETFO is disappointed with the Vice-Chair's decision, the Federation will now prepare to bargain occasional teacher hiring practices at the T/OT Central Table.

It should be noted that OLRB decisions are public and, although not published yet, Vice-Chair Kugler's decision should be available shortly on the [Canadian Legal Information Institute's](#) (CanLII) website. CanLII is a non-profit organization that makes Canadian law accessible online at no cost.

COMMUNICATIONS ABOUT CENTRAL BARGAINING: CB eNEWSLETTER

ETFO often sends *CB eNewsletter* alerts to members immediately after bargaining sessions. To receive these alerts, please ensure the Federation your most recent email address on file by contacting ETFO's Member Records Department at memberrecords@etfo.org.