



APRIL 12, 2023

# DISTRICT COUNCIL

## FEDERATION OFFICER'S REPORT

### CONTRACT MAINTENANCE

A sincere thank you to all Branch Presidents and D10 members for the diligence demonstrated in making sure that potential violations of the Collective Agreement are moved forward to Jen and I at District office. There are currently eight (8) grievances at the local steps of L29 (Steps 1 and 2) and fifty-one (51) grievances at Step 3. Provincial Office has continued to be very supportive of our local efforts to protect and maintain the provisions of the Collective Agreement.

### CONTRACT NEGOTIATIONS

The District Collective Bargaining Committee has been very active in working through the priorities survey completed by the membership and making the necessary preparations to negotiate the local part of the Collective Agreement. OSSTF D10 and the LKDSB have agreed to extend timelines to allow for the central table negotiations to take place but it is very evident that there are many local concerns that the membership would like to see addressed specifically with the employer.

### FRUSTRATION OF CONTRACT

As Branch Presidents, you may have had several discussions with members regarding the concept of a non-disciplinary termination (as opposed to termination with just cause). A contract becomes frustrated when the employment relationship ends due to circumstances outside the control of either the employee or employer and there is no reasonable likelihood that the employee would be able to return to work within a reasonable time.

Absence due to illness is covered extensively under C9 in the Collective Agreement. OSSTF members have access to 11 days at 100%, and additional 120 days at 90% (described as short-term disability leave) and a long-term disability leave (LTD) should the illness extend beyond that. The employer has legal requirements to accommodate as a part of that process.

### EAP

I have found it very heartwarming to witness the return of many pre-pandemic activities in our schools. The journey has been long and many of our members continue to feel strained and struggling as we work to return students to the opportunities and challenges of secondary school education. Please remind members in your Branch about the support available through EAP and similar programs offered by OTIP. See the District website ([www.osstfd10.ca](http://www.osstfd10.ca)) for more information.

Yours in solidarity,

Dave Parkes

OSSTF D10 Federation Officer