

Vice-President's Report

Wednesday, April 6, 2011

I attended the Collective Bargaining Conference 2011 "Empowering Local Teams" on April 1-2 in Toronto as a delegate from OSSTF District 10. Following are some highlights.

Five Negotiating Priorities for 2011-2012:

All Collective Agreements shall:

- provide **maximum protection** for all members
- have mechanisms to ensure **job security** for all members
- ensure that **compensation** is significantly increased for all members
- ensure that **benefit provisions** are improved for all members
- ensure that **workload provisions** are improved for all members

Workshop A: *Improve Your Contract in 75 Minutes*

Drafting Contract Language:

- Superfluous Words
- Weasel Words
- Imprecise, Vague, or Ambiguous Language
- Absent Language

Workshop B: *Legal Issues*

Summary:

- Workplace Health and Safety (Bill 168)
- Employment Insurance Issues ("teachers" not entitled to EI benefits in "non-teaching periods")
- Human Rights Tribunal (new Human Rights Tribunal)
- College News (College of Early Childhood Educators, Ontario College of Trades)
- Arbitration Case-Law: Technology and Discipline (Facebook, Privacy and Work Computers)

Workshop C: *Education Finance - Number Crunching in Preparation for Negotiations*

Summary:

- Costing an Agreement and Costing Compensation Improvements
- Collecting Member Data
- Calculating Wage Compensation
- Motto for Bargaining: Know your opponent. Arrive early. Be prepared.

N.B. copies of workshop handouts available for viewing at the District Office.

Submitted by: Stephen Lynch, OSSTF District 10 First Vice President