

## Dr. Jennifer Adams - Director of Education

Update November 2, 2012

### Director's Blog

As we head into the month of November, I believe it is important to provide you with an update on our labour relations situation. We remain committed to meeting with all of our bargaining units. The Board would like to have local agreements in place prior to the legislated deadline of December 31, 2012.

The district has nine bargaining units:

**The Elementary Teachers' Federation of Ontario (ETFO) is comprised of:**

- OCETF representing elementary teachers
- OCEOTA representing elementary occasional teachers

**The Ontario Secondary School Teachers' Federation (OSSTF) is comprised of:**

- OSSTF representing secondary teachers
- OSSTF representing secondary occasional teachers
- OSSTF (ESP) representing educational support professionals which includes school office administrators and office assistants, guidance services assistants and staff in central departments
- OSSTF (PSSU) representing custodial and maintenance staff
- OSSTF (PSSP) representing psychologists, social workers, speech and language pathologists
- OSSTF (SSP) representing educational assistants and early childhood educators
- OSSTF (PECCS) representing LINC and Adult ESL instructors and childcare staff

We currently have negotiation dates scheduled with ETFO (elementary teachers) but no dates are scheduled with the OSSTF at this time.

All but one of our bargaining units have applied for [conciliation](#). A conciliation date is currently being scheduled for the ETFO bargaining units. Six bargaining units represented by OSSTF have completed conciliation and a "No Board Report" has been issued. As a result, those six bargaining units will be in a legal strike position effective November 12, 2012.

It is important to remember that a legal strike position does not mean that there will be a full withdrawal of service. The provincial office of OSSTF has issued bulletins outlining how members should provide services once they are in a legal strike position. You can read more about the OSSTF direction on their website. <http://www.osstf.on.ca/bargaining-bulletins>

We are meeting with our local bargaining units to develop a better understanding of their intentions in terms of service withdrawals. However, we wanted to make the community aware that labour disruption is possible after November 12, 2012.

In the event of labour disruption, the school district will make every effort to keep students in the classroom and to keep schools open. We will be guided in our work by our first priority - student safety.

While OSSTF represents secondary school teachers and occasional teachers, it also represents a number of employee groups who work at both the elementary and secondary level. This includes school office administrators and office assistants, professional staff such as psychologists and speech and language pathologists, educational assistants, early childhood educators, maintenance and custodial staff. As a result, while the primary impact of any service withdrawal may be more evident at the secondary level, it may also impact on elementary schools, beginning November 12th.

Next week, we will have had the opportunity to meet with our local unions and will better understand the nature of the impact of any planned service withdrawals. I did, however, want to acknowledge the potential challenges for students, parents and staff beginning on November 12, 2012. I remain committed to keeping you informed about this situation as it progresses.

If you have any comments, concerns or questions, do not hesitate to email me at [director@ocdsb.ca](mailto:director@ocdsb.ca)

*Sincerely*

*Jennifer*