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Central vs. Local: Understanding the OLRB Process

As reported in Bargaining Bulletin #8, OSSTF/FEESO and the Ontario government and provincial employer organizations have been unable to agree on where a number of items should be bargained, either at a central table or local table. We have filed with the Ontario Labour Relations Board (OLRB) for a decision on whether these outstanding items belong at the central or local bargaining table.

OSSTF/FEESO believes strongly in the importance of local bargaining and local voice. Clearly, this government is not interested in local voice, be it about municipal zoning decisions, school board trustees, or local bargaining tables. They see local voice as a roadblock to their agenda.

Both the government and provincial employer organizations have demanded that a number of items historically bargained locally since 2014 be moved to the central table.

Below you will find a list of the outstanding items at each table.

Other education unions have also filed with the labour board, and there is considerable overlap in the issues the government is trying to force to the central table. The School Board Collective Bargaining Act requires that there be an established list of items to be bargained centrally before actual bargaining can begin.

It is very important that members understand there can be no legal strike or lockout regarding where items are bargained, either at the central table or local table.

We are providing this information to help members better understand the roadblock we have encountered and how the government's actions are stalling actual bargaining.

At this point we are working on a method, with other education unions, to get through the labour board process in as fast and fair a process as possible.

Outstanding items for determination of central scope:

Education Worker Table Items	Teacher/Occasional Teacher Table Items
Criteria of eligibility for short-term paid leaves	Criteria of eligibility for short-term paid leaves
Unpaid leaves	Unpaid Leaves
Local union leave and reimbursement for local union leave	Local union leave and reimbursement for local union leave

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Administration of medication to students	Administration of medication to students
Transfer/Surplus/Redundancy timelines	Transfer/Surplus/Redundancy timelines
Contracting out	Job security (excluding layoff and recall processes)
Funding for local professional development	Funding for local professional development
Certain Joint Health and Safety Committee matters (including establishing requirements for a schedule of meetings, access to information, workplace violence as a standing item, and training recommendations for worker representatives)	Certain Joint Health and Safety Committee matters (including establishing requirements for a schedule of meetings, access to information, workplace violence as a standing item, and training recommendations for worker representatives)
	Occasional Teacher roster caps
	Occasional Teacher workload
	Days for Occasional Teachers to qualify for long-term occasional assignments
	Class sizes for new course codes
	Provincial School Authorities/PSAT Central Matters, excluding Working Conditions (e.g., workload, working hours, work location)
	Work day, including work outside of instructional time
	Work year (e.g., number of PA days)

If you would like more information on the bargaining process, please check out the [Bargaining 101 article series](#) on the OSSTF/FEESO Update page.

Attend your local District Bargaining Information Meeting

You can learn more about the OLRB process at your local District Bargaining Information Meeting as well. These meetings are taking place this September and October and will provide

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members with information and insight into bargaining, where things currently stand, and what may come next.

Members will learn more about:

- the status of bargaining;
- what happens after the Ontario Labour Relations Board releases its decision;
- the bargaining process and possible next steps; and
- the importance of potential future votes and member participation.

The meetings will be run by your local District. Your [District/Bargaining Unit](#) will share specific information soon on when and where your local meeting will take place. Once meeting dates are finalized, they will be added to our underfunded.ca campaign site.

Make sure OSSTF/FEESO has your current personal contact information.

The weeks and months ahead will be important. Members need to receive timely information about bargaining, information meetings, actions, and other developments. Also, you will need your Membership ID number to login to the provincial website for a ratification vote or potential strike vote.

If you are not receiving regular updates from OSSTF/FEESO or if you are unable to login to the membership portal on the provincial website, please email membership-database@osstf.ca to confirm that you are in our database and that we have your current contact information.

The Bargaining Bulletins are available in the *myOSSTF* section of the OSSTF/FEESO website. Please check *myOSSTF* regularly for the latest bargaining updates.