



SCHOOL BOARDS COLLECTIVE BARGAINING ACT

In 2014, the *School Boards Collective Bargaining Act* established central bargaining tables for teachers and support staff employed by Ontario's school boards.

Those central tables were supposed to be for the negotiation of salaries, benefits and other matters requiring government funding or participation. They were not conceived as an opportunity for school boards to advance proposals about administrative issues or changes to working conditions—those matters were intended to be discussed at local bargaining tables across the province. But that's not what happened.

The school boards used their presence at the central tables to advance their own agenda and to obstruct progress on virtually every other issue. Their participation added months to the bargaining process. In fact, more than two years elapsed between the beginning and the conclusion of bargaining. More than 1.4 million student school days were lost due to job actions that should not have been necessary, and millions of dollars were squandered to cover the cost of the school boards' participation in central bargaining.

If the *School Boards Collective Bargaining Act* is not changed to strictly limit the participation of school boards at the central bargaining tables, the next round of negotiations in 2019 is destined to be just as difficult, just as costly and just as disruptive as the last round. That's bad news not just for education workers, but for students, parents and entire communities everywhere in Ontario.

OSSTF/FEESO IS CALLING FOR THE FOLLOWING CHANGES TO THE SCHOOL BOARDS COLLECTIVE BARGAINING ACT:

- Central bargaining should be between the unions and the government.
- The role of school board associations in central bargaining should be consultative only and they should not be involved in a decision-making capacity.
- There should be one central table for OSSTF/FEESO teachers and support staff.
- Issues covered by central bargaining should be limited to salary, benefits and other funding-related matters, unless additions are made by mutual agreement.