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BARGAINING 101 | ISSUE #01

How Does Collective Bargaining Actually Work?

Central and local tables, the OLRB decision and how agreements are reached.

What are we bargaining for?

A collective agreement sets negotiated terms and conditions of employment. ETFO has identified concerns such as classroom complexity, student supports, health and safety, working conditions and fair compensation.

Why are there two bargaining tables?

Under Ontario's school-board bargaining system, some matters are negotiated centrally, across the province, while others are negotiated locally with Thames Valley District School Board. Compensation, benefits and sick leave are longstanding central matters.

What does the Ontario Labour Relations Board (OLRB) decision mean?

On November 18, the OLRB clarified which disputed matters belong at central and local tables. Important issues remain available for local bargaining, including preparation time payback, aspects of supervision scheduling, transfer/surplus/redundancy timelines, and local union leave.

Did the OLRB award us those improvements?

No. The decision determines where the issues may be negotiated, not the final outcome. Bargaining teams still need to negotiate the language of an agreement.

What happens if the parties agree?

Tentative terms are reached through bargaining. The appropriate approval and ratification processes then apply before the negotiated agreement is finalized. ETFO will explain the specific steps when an agreement is reached.

What is happening next?

The teacher/occasional teacher central table is scheduled for November 26, December 3 and December 14. The education worker central table is scheduled for November 27, November 30 and December 4. Members will continue to receive updates.

THE BOTTOM LINE **Central and local bargaining are different parts of the same goal: fair working conditions and stronger public education.**

Creating Change – Together.

ETFO Thames Valley Teacher Local | Stay informed. Stay connected. Stay united.