



ONTARIO PUBLIC
SCHOOL BOARDS'
ASSOCIATION

Leading Education's Advocates

OPSBA Consultation Results for the School Boards Collective Bargaining Act

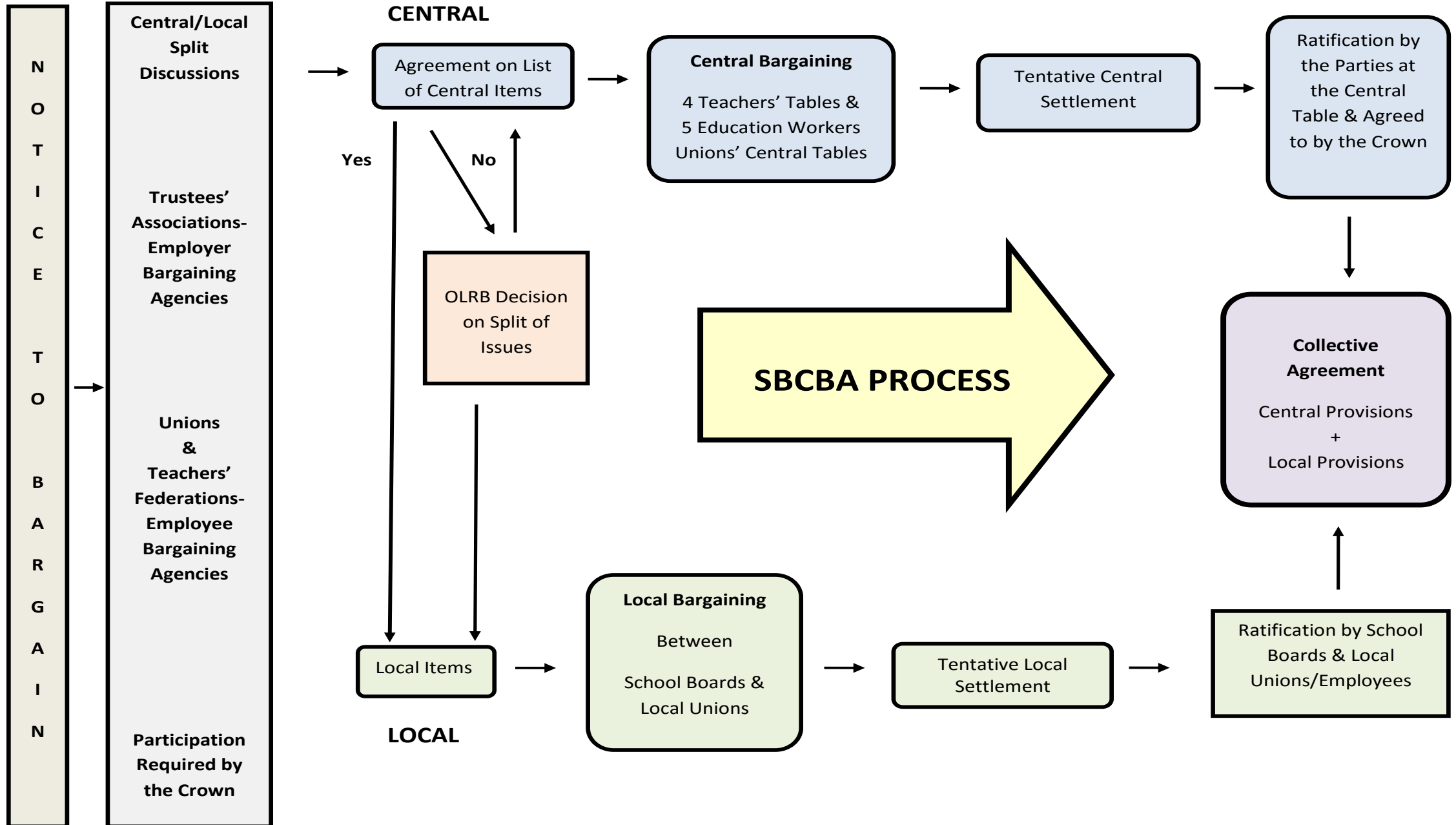
Completed April 30, 2016

Our Vision

OPSBA believes that teachers and education workers deeply influence a positive and productive learning environment for students and are supported in this role through the peace and stability engendered by successfully negotiated collective agreements.

2015/2016 OPSBA Key Work

School Boards Collective Bargaining Act Process



OPSBA Bargaining Model

- Consultation and approval of mandate and strategic direction
- Ratification of central agreements as set out by OPSBA by-laws

OPSBA BOARD OF DIRECTORS

Trustees as elected by all sector school boards



- Act as Steering Committee to monitor bargaining and report to Board of Directors

OPSBA EXECUTIVE COUNCIL

Trustees as elected by the general membership at the Annual General Meeting



- Consultation with reference groups
- Framing of recommended mandate
- Participation in table and backroom teams

LABOUR RELATIONS COUNCIL

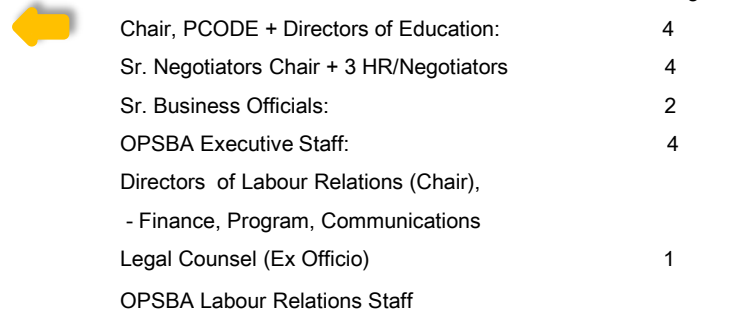
Trustees – Executive Council:	Chair of OPSBA Board of Directors or Designate
Chair, PCODE + Directors of Education:	4
Sr. Negotiators Chair + 3 HR/Negotiators	4
Sr. Business Officials:	2
OPSBA Executive Staff:	4
Directors of Labour Relations (Chair), - Finance, Program, Communications	
Legal Counsel (Ex Officio)	1
OPSBA Labour Relations Staff	

TECHNICAL ADVISORY GROUP
(Crown, ACEPO, AFOCSC, OCSTA, OPSBA)

SR. NEGOTIATORS
(all Member Boards)

PCODE
(all Member Boards)

OPSBA BOARD OF DIRECTORS
(Trustees representing all Member Boards)



- Preparation and presentation of proposals

NEGOTIATING TEAMS

Team for each central table established
Director of Education, Sr. Negotiator / HR, OPSBA Spokesperson

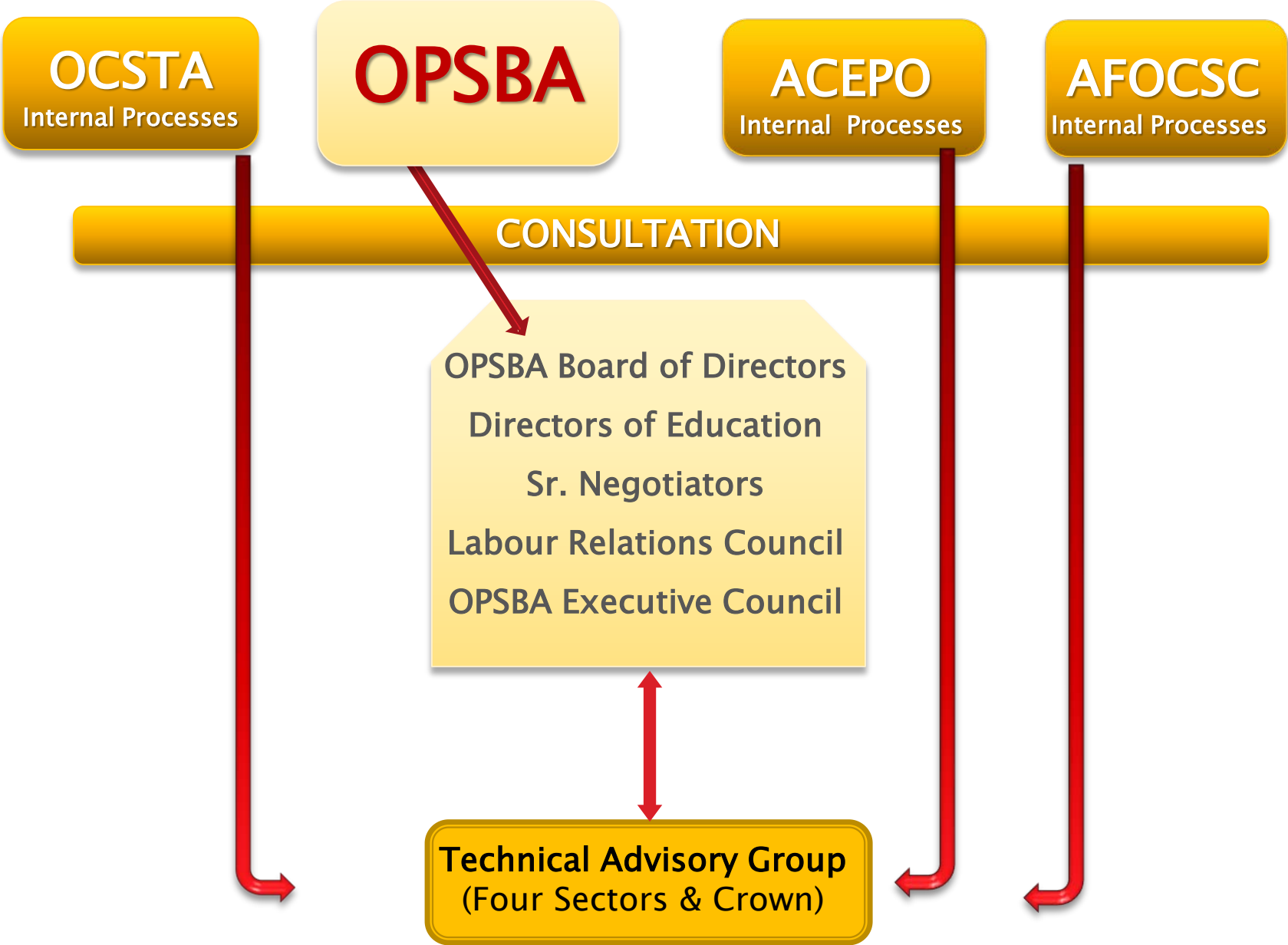


- Provision of issue expertise

BACKROOM TEAMS

Team for each of central tables established
Table Teams plus:
Sr. Business Official, Principal, HR Official, Trustee, Supervisory Officer
plus required expertise by issue

OPSBA Consultation Model



Central Bargaining Tables

Teachers and Occasional Teachers

Employee Groups	Associations and the Crown
Association des enseignantes et des enseignants franco-ontariens	Association des conseils scolaires des écoles publiques de l'Ontario (ACEPO) Association franco-ontarienne des conseils scolaires Catholiques (AFOCSC)
Elementary Teachers' Federation of Ontario	Ontario Public School Boards' Association (OPSBA)
Ontario English Catholic Teachers Association	Ontario Catholic School Trustees' Association (OCSTA)
Ontario Secondary School Teachers' Federation	Ontario Public School Boards' Association (OPSBA)

Education Workers – Working Together

Employee Groups	Councils of Trustee Associations and the Crown
CUPE Education Workers	ACEPO, AFOCSC, OCSTA, OPSBA
Elementary Teachers' Federation of Ontario Education Workers	OCSTA, OPSBA
Education Workers Alliance of Ontario	AFOCSC, OCSTA, OPSBA
Ontario Council of Education Workers	OCSTA, OPSBA
Ontario Secondary School Teachers' Federation Education Workers	ACEPO, AFOCSC, OCSTA, OPSBA

Vision and Outcomes

	Benefit	Challenge
All School Boards Work Together	<ul style="list-style-type: none"> Reduction of Whipsawing 	<ul style="list-style-type: none"> Uniform Provisions
	<ul style="list-style-type: none"> Protection of local language 	<ul style="list-style-type: none"> Superior Provisions
Sectors Work Together	<ul style="list-style-type: none"> Educational Continuity 	<ul style="list-style-type: none"> Superior Benefits
	<ul style="list-style-type: none"> Different Cultures 	<ul style="list-style-type: none"> Appetite for labour unrest drove outcomes
Partnering with Crown	<ul style="list-style-type: none"> Funder at the Table 	<ul style="list-style-type: none"> Competing priorities
	<ul style="list-style-type: none"> Understanding of Priorities 	<ul style="list-style-type: none"> Politics of the process
Initial Implementation of the Model	<ul style="list-style-type: none"> Mutual Learning by the Parties 	<ul style="list-style-type: none"> Pace of Bargaining
	<ul style="list-style-type: none"> Time consumed by central/local split discussions 	<ul style="list-style-type: none"> Confusion between central and local strike issues
Central / Local Split	<ul style="list-style-type: none"> Bright line between central/local split 	<ul style="list-style-type: none"> Pressure of Local Priorities
	<ul style="list-style-type: none"> Eased tensions at local bargaining 	<ul style="list-style-type: none"> Bargaining inertia
Collective Agreements	<ul style="list-style-type: none"> Standard clauses 	<ul style="list-style-type: none"> 14 months of bargaining

SBCBA Consultation:

Included in the *School Boards Collective Bargaining Act (2014)*, is an obligation by the Ministry of Education to conduct a review of the Act following the completion of the inaugural round of collective bargaining.

Consultation Steps:

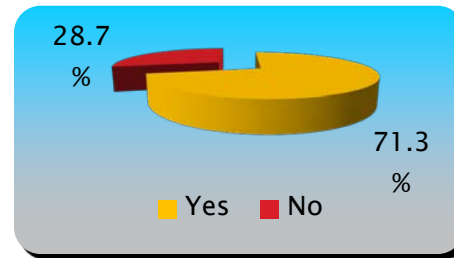
- ▶ Preliminary consultation with Sr HR Officials on January 27, 2016
- ▶ Preliminary consultation conducted at PES on January 28, 2016
- ▶ Shared PES results with Board of Directors on February 19, 2016
- ▶ Next step for OPSBA Director, HR Official and PCODE consultation will be tied to the Crown review of the SBCBA
- ▶ Crown distributed Consultation Process March 1, 2016
- ▶ Complete consultation with PCODE and Sr HR Officials on Mar 30, 31, Apr 1
- ▶ Conclude Trustee consultation by April 1, 2016
- ▶ Labour Relations Symposium April 1, 2016
- ▶ Complete final consultation materials in preparation for meetings

OPSBA Consultation Questions

1. Did the Board feel its input was sought during the development of OPSBA bargaining positions?

Data Collected at PES:

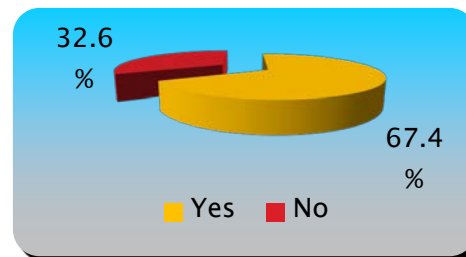
	Yes	No
Trustee	69.44%	30.56%
School Board Official	77.78%	22.22%



2. Was the Board satisfied with the Collective Bargaining Bulletins received during negotiations?

Data Collected at PES:

	Yes	No
Trustee	65.42%	34.58%
School Board Official	82.35%	17.65%

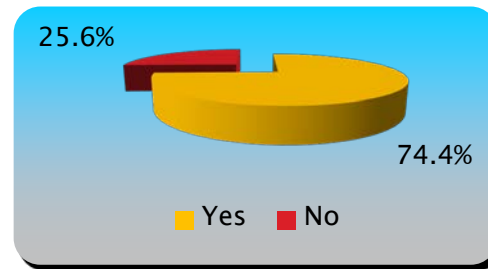


OPSBA Consultation Questions

3. Was the Board satisfied with the level of communication brought back to the board by their OPSBA Director?

Data Collected at PES:

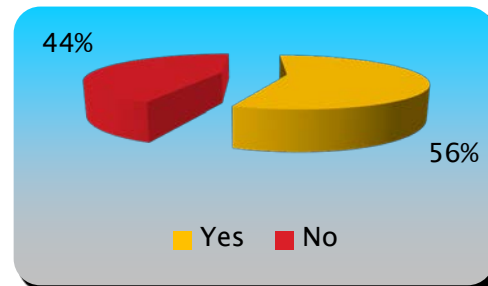
	Yes	No
Trustee	72.90%	27.10%
School Board Official	88.24%	11.76%



4. Was the Board satisfied with the external Communications by OPSBA during the bargaining?

Data Collected at PES:

	Yes	No
Trustee	54.21%	45.79%
School Board Official	62.50%	37.50%

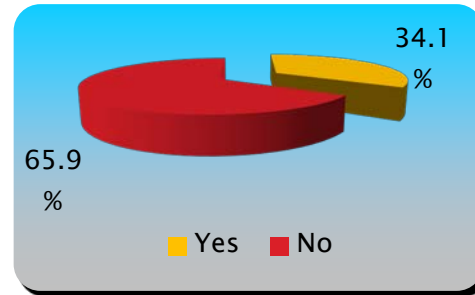


OPPSBA Consultation Questions

5. Did we get the number of tables right? *(Reflects the revision of a question during the PES presentation)*

Data Collected at PES:

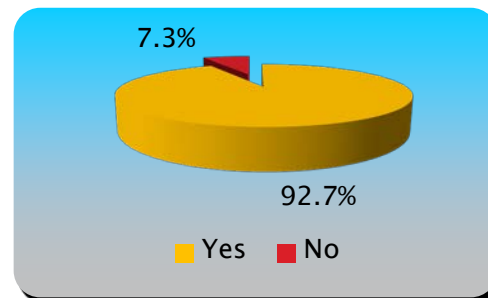
	Yes	No
Trustee	35.24%	64.76%
School Board Official	35.29%	64.71%



6. Should consideration be given to changes around local vs central strike /lockout /changes to terms and conditions?

Data Collected at PES:

	Yes	No
Trustee	91.43%	8.57%
School Board Official	100.00%	0.00%

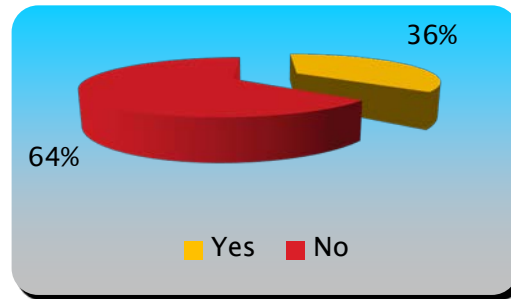


OPSBA Consultation Questions

7. Is there a stakeholder group that should be contacted for feedback on the process and isn't included in the attached model?

Data Collected at PES:

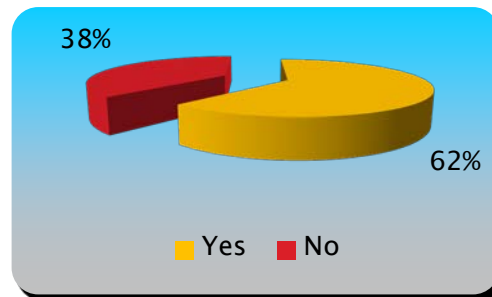
	Yes	No
Trustee	36.04%	63.96%
School Board Official	35.29%	64.71%



8. Were the collective agreements negotiated this round generally effective?

Data Collected at PES:

	Yes	No
Trustee	66.33%	33.67%
School Board Official	50.00%	50.00%



The OPSBA Consultation Has Produced the Following Proposed Changes to the SBCBA

- ▶ Proposed Legislative Changes for Improvement:
 - Sequenced bargaining with completion of central bargaining prior to local bargaining
 - Fewer bargaining tables
 - Ensure central bargaining is mandatory for all unions
 - Education Worker Tables:
 - Higher minimum membership to establish a table
 - Existing number of tables should be reduced through combining
 - Job action: clarity on timing and type of job action
 - Funding to support student safety must be guaranteed in strike situations
 - Central strikes should not impact only individual boards
 - Boards/Trustee Associations should not be required to seek Crown permission to respond to job action
 - Consider the advantages of bargaining longer collective agreements
 - Clarity on role and partnership with the Crown
 - Bargaining should focus on salary, benefits and working conditions
 - Limit time spent on identification of central issues/clarity of language on central issues

The Consultation Has Produced the Following Proposed OPSBA Operational Changes

▶ Proposed Operational Changes for Improvement:

- Targeted communication to key stakeholder groups, such as: OPSBA Directors, Directors of Education, Sr HR Officials
- Clarity on confidentiality and what can be shared with Senior Staff and/or the Board
- Model for OPSBA Directors to conduct local school board consultation
- Professional development for OPSBA Directors, particularly the newly elected
- Two part ratification meetings to allow for reflection
- Ensure OPSBA has a fully funded capacity to expand the labour relations team through secondments

Next Steps:

- ▶ The OPSBA Board of Directors will be provided with any changes arising from the Ministry of Education adjustments to the *School Boards Collective Bargaining Act*.