

Collective Bargaining Update

You are probably aware of the recent announcements of the Drummond Report, which are going to have huge impacts, in particular, on public sector workers. Education will be the first target, as our collective agreements are up for negotiations in the near future.

On Wednesday, February 15, 2012, ETFO received a memo from the Government of Ontario outlining its timetable for a Provincial Discussion Table (PDT) for settling our collective agreements for this round of bargaining. The Premier stated that there would be provisions in the government's proposal that our members "would not like", and it was made very clear that this would be a one-way communication with no opportunity for questions. The highlights of the government's proposal are outlined below:

Government of Ontario Parameters for the 2012 PDT Discussions – February 22, 2012

The Government of Ontario is tabling the following outline of the parameters which serv-2014 PDT agreementse as the basis for the 2012.

Parameter: Term of the Agreements

- Term of 2 years (September 1, 2012 to August 31, 2014)

Parameter: Salary Increases

- 0% salary increases for 2 years (September 1, 2012 to August 31, 2014).

Parameter: Retirement Gratuities and Sick Leave

- Replace retirement gratuities with a short-term sick plan, as follows:
- Freeze banked sick days accumulated as of August 31, 2012 and with future gratuity payout, upon retirement, at the employee's salary rate in effect as of August 31, 2012.
- Effective September 1, 2012 introduce a short-term sick leave plan which each year, and not carried forward from year-to-year, offers 6 sick days paid at 100% salary and 24 weeks at 66.66% salary.
- Effective September 1, 2012, eliminate all accumulated non-vested sick days.

The following is the latest update from ETFO Provincial:

"We were told that the government was interested in settling these matters before mid-March...ETFO was invited back to discuss this document on March 5 and 6. After much discussion, the Executive has determined not to participate in these talks. We find the tone, and most significantly, the content of the government's parameters to be offensive to all ETFO members and cannot be a party to what amounts to deep and mean-spirited strips to our collective agreements that would negatively affect every member at every stage of their career."

We will keep you informed as new information comes forward.

For more information from ETFO Provincial, click on the **Links** icon and select "**Collective Bargaining 2012: Control Your Future**"