



November 17, 2011

Dear Colleague

The OSSTF/FEESO Provincial Executive is sending you this letter to provide an update regarding the collective bargaining process and the associated constitutional requirements specified in OSSTF/FEESO's Bylaws.

As you are likely aware, your current collective agreement will expire August 31, 2012. Your current contract was negotiated in a two-tier process. Contract and funding provisions affecting salaries, staffing levels, working conditions, and benefits were negotiated at a central provincial level. This tier of the overall process was identified as the Provincial Discussion Table. Other items were negotiated at the local tier.

The Minister of Education, Laurel Broten, has recently been appointed. Staff are currently being assigned, and the legislature resumes the week of November 21st. The Ministry of Education will play a prominent role in establishing and/or participating in the next round of bargaining. Currently, we are preparing to enter discussions that will establish the bargaining process for the next round.

In order for your Provincial Executive to effectively establish the negotiations process that will optimize the ability to get the best results for our members, we need the ability to discuss freely all the options in a timely fashion and honour our Bylaws.

OSSTF/FEESO has always supported and recognized the importance of strong local collective bargaining. The local approach provides a forum for meaningful discussions to address the local priorities identified by members. However, there remains much uncertainty subsequent to the October 6, 2011 Provincial Election and the working parameters that will be established with a minority government.

For that reason, we are activating the membership vote stipulated in Bylaw 21.1.1.4.4., outlined below:

21.1.1.4.4 It shall be the duty of the Provincial Executive to hold a vote of the membership in the affected Bargaining Unit(s) prior to the final approval of any change that results in province wide bargaining for any OSSTF members. (A.06)

The definition of provincial bargaining is included in OSSTF/FEESO's Constitution Article 1-Definitions:

1.1.25 "province wide bargaining" shall mean any process, with the exception of Provincial Responsibility for Negotiations, whereby one or more representative[s] of Provincial OSSTF meet with the provincial government and/or provincial educational employer representatives with a view to agreeing on collective agreement provisions which will be binding on local Bargaining Units. (A.08)

The Provincial Executive is unanimously recommending that you vote in favour of OSSTF/FEESO entering into province-wide bargaining with the Government of Ontario for OSSTF/FEESO members in order to achieve the maximum amount of funding and optimum conditions for local bargaining.

Your local bargaining unit will be deciding the best way to conduct the vote and will be in contact with you shortly regarding those details.

As we go forward, we must remember our motto that urges us to not take thought for our separate interests, but to help one another. The Provincial Executive appreciates your continued support.



Ken Coran
President



OSSTF/FEESO

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Sample Ballot

In accordance with Bylaw 21.1.1.4.4 that defines processes related to provincial collective bargaining:

The Provincial Executive is seeking your approval to enter into province wide bargaining for OSSTF/FEESO members with the Government of Ontario to negotiate a provincial framework that will facilitate the negotiations of collective agreements at the local level.

I am in favour

I am not in favour