



November 9, 2023, Negotiations Update

The local started negotiations with providing new language for Staff Orientation with Union representatives. The local continues to ask for the ability to meet with new members, in person whenever possible, during the new members' staff orientation days. The local argued how the First Vice-President was allowed to drop off applications for new members at an orientation day. She was given permission and on the day of the orientation, she was allowed to drop off applications and to speak about the local. The duration was not long for this opportunity and was successful. The Division countered with a letter that would be outside of the Collective Agreement which would outline orientation access.

The local brought back the Temp Bi-Weekly language - request was for TBW to access benefits sooner. The Division did not see this as a benefit to recruitment or retention. The Division believes lowering the days needed to access benefits will not factor in the decision for TBW workers to stay or not stay on an assignment.

The local reiterated the use for TBW was to cover approved leaves not for In School Needs. The practice of using TBW until June, letting them go, and in September, bringing them back again as TBW's without making them permanent employees has been a big concern for the local. The local stated that those positions should become permanent.

The local asked for information regarding the usage of TBW in the school system. The Division spoke of a framework around TBW, which seemed to enhance how the Division uses the TBW. The local asked the division about their framework, and how this is concerning as it seems like the Division is looking to create more TBW positions and begin reducing permanent positions. This means support staff work will be more precarious, which is what the Local will not agree to. The Division needs to know whether to see it as a cost item or cost neutral.

The local brought up concerns regarding teachers being used to cover support staff vacancies and being paid at teacher's rates and asked if there was a message from TRS to state that this should not be practiced. The Division stated that this should not be happening.

The local proposed a new term for probation period. The local asked that any member who has worked 6 months of work as a TBW is deemed to have completed their probation and if they go to another position, the member will not need to repeat another probation period. This was presented at our sister Local 474's bargaining table and in the interest of employee retention. We felt that this would move us forward in retention of long-term supply staff not successful in permanent positions. The Division said that the probation period language is not similar to Local 474's situation and rejected the Local's proposal.

The local and the Division discussed the date of hire and the importance for members to have a date. The local stated that it impacts calculations for retirement and seniority, to acknowledge the experience of a member. The use of this date to add time to a permanent status, retention of staff can be considered as an incentive by the employee to take more jobs. A member not being recognized as an "employee" until they are permanent is not understandable.

The local continues to argue for the “working file” to be included into the Collective Agreement. The language follows the board policy under “Human Resources Employee File” and aligns with it. Under the Collective Agreement, acknowledging the working file allows members to be aware that there are two files – an employee file with division and a working file with their DU. The Division argues against putting policy into the Collective Agreement. The local asked what the challenges are, and if it was due to the policy being changed anytime soon. The Local argued that the Collective Agreement is a communication tool for members. The bargaining committee would settle on at least putting it in the “Definitions” section.

The local brought up the termination of employment for members not recalled after the recall period. Based on May 19th session, both the division and the local were close to agreeing on language that reflects the practice.

The local proposed that members who had served at least 2 years on supply and were not successful during probation in a permanent position to be able to return to supply services. The local was willing to withdraw this language if the division accepted the probation period clause above.

The Division heard 3 powerful stories of the impact that Job Reclassifications have on our members. The local asks for continued discussion at the next bargaining date.