



December 10, 2019

## Toronto Education Workers/Local 4400 - TDSB Bargaining Update #2

As mentioned in our previous update, while the provincial agreement has been ratified, Toronto Education Workers/Local 4400 continues to bargain the “local” section of the Collective Agreement with the TDSB.

All three bargaining units met with the Employer on November 25th and 29th.

The negotiations team for each bargaining unit has its list of priorities for improvement to their Collective Agreements. As well there are issues to be negotiated which affect more than one bargaining unit which all three units we will bargain together.

The bargaining units are scheduled for an additional two days on December 11th and 16th.

A further Bargaining Update will be provided following those dates to keep you informed of the progress of “local” bargaining.

### **Unit B Bargaining with TDSB**

The Unit B Bargaining team is continuing to work to ensure seniority is calculated from the first day worked for all employees (similar to Units C and D), to improve the lateral transfer process, and to limit out of pocket expenses for General Interest and Seniors Instructors.

The Employer continues to seek concessions including the removal of our enhanced Severance Pay, limiting lateral transfers to once per employee every 3 years and to extend the length of time the Employer can place an employee in a position without posting.

We appreciate your support in fighting these concessions.

### **Unit C Bargaining with TDSB**

Despite having a number of days of good discussion with the Employer, we remain far apart on many issues.

We are working hard on getting improvements for our Members in the areas of the Posting and Promotion Process (Article P), Lay-off and Recall (Article BB), Temporary worker language as well as other areas.

### **Unit D Bargaining with TDSB**

Local Bargaining for Unit D is progressing steadily. There have been significant discussions at the table as well as some movement from both sides.

While we would characterize this round of bargaining as unexpectedly positive, there are still significant concessions remaining.

Unit D must continue to remain vigilant in order to get a fair local deal.

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***We would like to thank Members for continued support of the negotiations process and teams.***