



January 6, 2020

Toronto Education Workers/Local 4400 - TDSB Bargaining Update #3

Your Toronto Education Workers/Local 4400 Bargaining Committees continue to work hard to negotiate a Collective Agreement with the Toronto District School Board (TDSB).

Each bargaining unit has had its challenges but, with new dates scheduled for January, we remain hopeful that we will be able to achieve the changes Members are seeking in the Collective Agreements.

Units B and C have dates scheduled for January 13th, 24th and possibly the 21st.

Unit B Bargaining with the TDSB:

The Unit B Bargaining Committee was encouraged to see some progress at the Local bargaining table when we last met on December 16th.

We continue to pursue proposals related to seniority from first day of work, job security, incorporating minutes of settlement into the Collective Agreement for clarity and workload (pertaining to both class size and administrative demands).

We are troubled by the Employer's push for concessions in regards to the right of an employee to turn down an offer of employment in Week 1 of Redeployment, reducing severance pay and limiting an Employee to one lateral transfer every three years.

We appreciate the support of our Members as we move forward to improve our Collective Agreements and fight these concessions.

Unit C Bargaining with the TDSB:

The Unit C Bargaining Team continues to work extremely hard on behalf of all Unit C Members.

On the last day of bargaining we discussed proposals regarding Article BB (Surplus/Transfer/Bumping/Lay-Off/Recall Procedures). We have two dates in January and hope we will have more movement on Temporary language as well as other areas of the Collective Agreement.

We would like to thank Members for their continued support of the Bargaining Team

Unit D Bargaining with the TDSB:

Unit D's Local Bargaining Team continues to work extremely hard on behalf of all Unit D Members to obtain a fair Local contract. The next local bargaining dates are January 7th, 8th and 9th.

While progress has been made to date, momentum seems to be slowing and the Employer continues to have significant concessions on the table such as casuals. At the same time the Employer continues to oppose Union proposals that would deal with concerns around the "frozen period" during the bid process, following the replacement protocol and safety shoes/uniforms.

The upcoming days of negotiations will be critical in determining the outcome of all of Unit D's efforts for this round of bargaining.



What next?

Once bargaining on unit specific issues concludes, all three Bargaining Committees will bargain collectively for language which affects all three units. This includes language related to Union representation, discipline and discharge, health and safety etc.

Your Toronto Education Workers/Local 4400 Bargaining Committees:

Unit B	Unit C	Unit D
<p><u>Vice-President</u> Terri Preston</p>	<p><u>Vice-Presidents:</u> Anna Hutchison & Ondina Veiga</p>	<p><u>Vice-President:</u> Dave Smith</p>
<p>Bill Hanna Lisa Skeete Maria Pietropaolo Miguel Lima Phyllis Boosalis Valentina Rakhmati</p>	<p>Bonnie Dineen Daniel Balthazar David Spek Doreen Ross Ian Byrd Jackie George Ken May Mara Boedo Pixie George-Benjamin Rick Kuberski</p>	<p>John McDougall Glen Amiro Duane Kennedy John Douglas Carlos Capurro Kevin Rodrigues</p>