

## **COUNCIL OF TRUSTEES' ASSOCIATIONS AND THE CROWN PROPOSAL**

**AUGUST 2, 2022**

### **CROWN PREAMBLE:**

Over the past two years, the COVID-19 pandemic has had a significant impact on the delivery of education in Ontario and across the globe. Throughout this period, our focus has been on delivering the best possible educational experience while protecting schools against the spread of COVID-19. Despite these efforts, we know the pandemic has had far reaching impacts on the learning development and mental health of students, staff, and families across the province.

The Crown is committed to supporting students with learning recovery and renewal and addressing the impacts of learning disruptions caused by the COVID-19 pandemic.

The goal of the Crown is to reach a fair deal in partnership with the CTA and the valued education workers from CUPE that ensures predictability and certainty for parents, students, and educators, that also reflects a commitment to a fiscally sustainable publicly funded education system.

The Crown intends to work together with the parties to reach an agreement in good faith that recognizes the important contributions of front-line education workers. Now is an important opportunity to work together to provide parents, guardians and students with a stable in-class learning environment. Parents and students deserve a school year that starts on-time this coming September, so that learners can catch up without any disruptions.

### **CTA PREAMBLE:**

School boards believe education workers influence a positive and productive learning environment for all students. The daily interactions with, and support provided by all education workers help to improve student achievement and wellbeing. We value the contributions of all CUPE members towards a meaningful and rich learning experience inside and outside the classroom for all students.

We acknowledge that education workers played a key role in maintaining safe schools throughout these past 2 years as we all had to navigate through the difficulties of the COVID pandemic.

We value our continued positive labour relations with CUPE over the years and look forward to meaningful discussions that will lead to an agreement that demonstrates respect for school board employees and provides operational effectiveness for school

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boards. We trust that this will be achieved through the peace and stability engendered by successfully negotiated collective agreements.

**CTA and CROWN JOINT STATEMENT:**

The CTA and Crown are following an interest-based approach to identify objectives and discuss proposals to achieve the desired outcome. In the spirit of working together, the CTA and Crown have identified the proposals / objectives below based on the central list.

**TERM:**

The Crown’s consultation with the employer bargaining agents and employee bargaining agents on length of the term of collective agreements in the education sector indicated the Crown’s initial preference of a four-year term to provide a period of stability. A longer term agreement could give parents and guardians confidence that students can catch up while also helping schools focus on supporting in-person learning recovery for students that need it most. The term consultation period concluded on July 22, 2022, and the Crown received submissions from several parties. The submissions are under consideration; therefore, the Crown is reserved on this matter.

<b>Agreed Central List</b>	<b>Proposals and Objectives</b>
Salary Wages, including grids Wage grid movement The following (excluding scheduling or assignment) <ul style="list-style-type: none"> <li>i. Premiums (including shifts, certificate, overtime, weekends, overnights);</li> <li>ii. Allowances (excluding new allowances in response to a singular need that does not apply to an entire class or classes of employees);</li> <li>iii. Paid Vacations and Holidays (including Statutory Holidays)</li> </ul>	<b>Compensation:</b>  The CTA and Crown recognise the challenges facing lower-paid workers. Compensation should reflect this challenge, while being fair, reasonable, and fiscally responsible.
All matters relating to the EWBT (benefits)	A benefits plan that includes leading practices to deliver benefits in a cost-effective way.
LTD	The long-term sustainability of LTD programs.

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OMERS Pension	Status Quo
Sick Leave	<p>The current sick leave and short-term disability plan [11 days at 100% and 120 days at 90%] needs to be sustainable in order to remain viable on an ongoing basis.</p> <p>CTA/Crown are seeking changes to the current sick leave and short-term disability plan that meet the following goals:</p> <ol style="list-style-type: none"> <li>1. support student achievement and wellbeing</li> <li>2. maintain continuity for learners</li> <li>3. address the operational challenges to find coverage for absent workers</li> <li>4. ensure sick leave is available to employees through illness and recovery and</li> <li>5. manage costs of absenteeism.</li> </ol> <p>Discuss the distinction between sick leave and short-term disability.</p>
Short Term Paid Leaves	Status Quo – up to 5 days
Statutory Leaves of Absence and EI SEB Plans	Status Quo
<p>Working Conditions as they relate to:</p> <ol style="list-style-type: none"> <li>i. Work week, excluding scheduling</li> <li>ii. Work year, excluding scheduling</li> <li>iii. Hours of work, excluding scheduling</li> <li>iv. Mandatory meetings scheduled outside of normal working hours</li> <li>v. Preparation time for all staff whose core duties that are directly related to student/learner instruction</li> </ol>	<p><b>Working Conditions</b></p> <p>Working conditions that support a productive working environment for employees, and a positive learning environment for students to improve student achievement and wellbeing while preserving operational flexibility for school boards.</p>

PA Day Letter of Understanding	
Staffing as it relates to: i. Staffing levels (including staffing related to permits and leases and replacement staffing)	<b>Staffing Levels and Job Security</b>  Funding that supports the education system to ensure staffing needs are addressed. Flexibility for school boards to ensure boards can staff the positions based on local conditions to meet student needs.
Job Security, excluding contracting out and layoff and recall processes  Ministry Initiatives Letter of Understanding	
Union representation as it relates to: I. Central bargaining II. Provision of Information III. CUPE/OSBCU members on Provincial committees  Structure and Organization of Collective Agreement  Length of Term/Notice to Bargain Central Dispute Resolution Process Central Labour Relations Committee List of Arbitrators Appendix A Central Dispute Form Casual Seniority Employee List	<b>Processes, Committees and Definitions</b>  Part of the purpose of collective bargaining is to create processes that are implemented throughout the life of the collective agreement. With the benefit of the experience of several terms of the central agreement, it is an opportune time to discuss amendments or clarifications that would ensure these processes and committees, continue to serve the interests of the parties and the Crown.
Matters available for local bargaining	Central bargaining outcomes will determine language, if any
Staff development as it relates to: i. Access to professional and staff development Professional Development	The CTA and Crown value the professional development and training of staff and its importance in ensuring that Ontario's education system continues to deliver its high standard of education.
Funds for training, including but not limited to policies, procedures, and preventative measures regarding violence in the workplace and medical interventions	

Provincial Working Group Health and Safety	Status Quo
Process for CUPE/OSBCU members in the event of full or partial mergers, amalgamations and integrations	Status Quo
Housekeeping of central terms	<p>The CTA and Crown propose to review the collective agreement to ensure consistency of language and formatting throughout the agreement. This would include reviewing expired Letters of Understanding.</p> <p><b>Completed Letters of Understanding:</b>  Education Workers Protection Fund,  Scheduled Unpaid Leave Plan, Education Workers Diverse and Inclusive Workforce Committee, Violence Prevention Training*, Pilot Project on Expedited Mediation</p> <p>*the CTA and the Crown recognize that there is still work to be done arising from the current violence prevention training LOU.</p> <p><b>Historical Letters of Understanding:</b> Status Quo Central Items and Items Requiring Incorporation,</p>
All matters listed in Appendix A	