ETFO's Collective Bargaining Process

1. NOTICE TO BARGAIN

Under the School Boards Collective Bargaining Act, only ETFO and the employer bargaining agency can give notice to bargain. The provincial government is required to participate in central bargaining.

2. PARTIES MEET TO DETERMINE CENTRAL TABLE ITEMS

Meetings between ETFO and the employer bargaining agency should result in a central list of bargaining items. Disputes about the central list are referred to the Ontario Labour Relations Board.

3. NEGOTIATIONS BEGIN

Central and local negotiations occur at separate tables however the process to reach an agreement is the same.

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4. REQUEST FOR CONCILIATION

If bargaining is not progressing, either party may request that the Minister of Labour appoint a conciliator.

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5. "NO BOARD" REPORT

If conciliation is not successful, the Minister of Labour issues a "no board" report. An expired collective agreement continues to remain in effect and cannot be unilaterally changed until 17 days have passed after the "no board" report has been issued.

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6. STRIKE / LOCKOUT

Seventeen days after the date of the Minister's "no board" report, ETFO is in a legal strike position, provided a strike vote has taken place and a majority of the votes cast are in favour of strike action. At this time the employer bargaining agency involved in central bargaining, or the school board involved in local bargaining, can engage in a lockout or change the terms and conditions of the collective agreement.

Notice must be given before strike action, lockout, or changes to the collective agreement can occur.

During this period, bargaining may continue to take place.

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STRIKE VOTES

A strike vote by secret ballot may take place within 30 days of the expiration of the collective agreement, or any time after the collective agreement expires. Before strike action can be taken, it must be approved by a majority of members.

TENTATIVE AGREEMENT

RATIFICATION

A tentative central agreement must be approved through a secret all-member vote. In accordance with ETFO bylaws, approval requires a double-majority vote.

A tentative local agreement must be approved through a secret vote of local members as well as by the school board.

ENFORCEMENT

Both central and local agreements must be ratified before a collective agreement is in effect. Once in effect, implementation and ongoing enforcement of the collective agreement occurs.

smaller classes BIG DIFFERENCE

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