



REPORT TO BOARD OF TRUSTEES

October 22, 2013

Jim McKenzie, Associate Director & Treasurer

SUBJECT: Collective Agreement Amendments

PREPARED BY: Ann Sutton, Superintendent of Education

BACKGROUND:

In spring of 2012, the Ministry of Education engaged the Ontario English Catholic Teachers' Associate (OECTA) and the Ontario Catholic School Trustees' Association (OCSTA) in a series of discussions in an attempt to reach consensus on a Provincial Memorandum of Understanding between Catholic teacher unions and Catholic Boards of Education. When the negotiations broke down, the Ministry of Education entered into agreement with OECTA, to the exclusion of Catholic School Boards. The resultant Memorandum of Understanding, dated July 5, 2012 was imposed on school boards through legislation, including Bill 115 and subsequent regulations.

Following similar memoranda of understanding being struck between the Ministry and other unions representing education workers, the Ministry, in May 2013, engaged in a second Memorandum of Understanding (MOU) with OECTA. School Boards have been encouraged to append clauses from that second memorandum to the current Collective Agreement, in order to receive funding that would support implementation, according to provisions listed in the B12 Memo "Implications of the Updated MOU with OECTA", dated May 27, 2013.

The motions list below for OECTA, if passed, will authorize staff to continue to engage in negotiations with each union to append the required clauses to the respective collective agreements.

Thus, the St. Clair Catholic District School Board will be eligible to receive the funding to facilitate implementation.

RECOMMENDATIONS:

That the St. Clair Catholic District School Board receive the report: *Collective Agreement Amendments*, for information.

That the St. Clair Catholic District School Board approve the resolution concerning the 2012 -2014 OECTA *Collective Agreement Amendments*;

St. Clair Catholic District School Board (the "Board")

RESOLUTION OF THE BOARD OF TRUSTEES dated the 22nd day of October, 2013;

WHEREAS the Deputy Minister of Education issued a memo to Directors of Education, Supervisory Officers and Secretary-Treasurers of School Authorities dated August 8, 2013 (the "Memo");

AND WHEREAS the Memo states that school boards are required to forward, through the Director of Education, an executed Statement of Attestation (attached as Schedule B to the Memo);

AND WHEREAS the Statement of Attestation requires the Board to attach resolutions regarding the appending of Memoranda of Understanding to local collective agreements;

RESOLVED that:

1. Appended to the 2012-2014 Collective Agreement (the “Collective Agreement”) between the Ontario English Catholic Teachers’ Association (“OECTA”) and the St. Clair Catholic District School Board (the “Board”) as Appendix A deemed to be part of the Collective Agreement shall be the following provisions of the updated Memorandum of Understanding, dated May 17, 2013, between the Minister of Education, and OECTA (hereinafter “OECTA MOU #2”):

- Maternity Benefits;
- Voluntary Unpaid Leave of Absence Program for All Bargaining Units;
- Unpaid Days and Offsetting Measures for Teacher Bargaining Units;
- Sick Leave/Short Term Sick Leave and Disability Plan; and
- Non-Vested Retirement Gratuity for Teachers.
- Reconciliation for Teacher Bargaining Units
- Attendance Recognition