



Collective Agreement News

Volume 13

Issue 2

December 2011

Editor: Dave Peters CAO

Grand Erie Elementary Teachers' Federation



Special points of interest:

- ETFO's Bargaining Goals
- Control Your Future Website
- Union Steward Training dates
- Local Survey Information
- Information about the 2% penalty

Bargaining Surveys

You will be sent a link to complete two very important surveys before the Christmas holidays. The first and most important is the Membership Profile Survey. **We need this survey completed by ALL members to help to understand the local demographic.** The second is the Local Priorities Survey. This survey will be an opportunity for all members to have input into the priorities the Collective Bargaining Committee will set for local bargaining.

The first survey will take 1-2 minutes to complete and the second may take up to 5 minutes to complete. Why not do them as a staff?! Spend some quality time together and help direct the CBC! Ten minutes after school one day is the most it will take.

TEN MINUTES TO HELP DETERMINE YOUR WORKING CONDITIONS FOR THE NEXT TWO-TO-FOUR YEARS!!

Control Your Future

As many of you are aware, our Collective Agreement expires August 31, 2012. In the spring, ETFO members were asked to complete a survey to help the Collective Bargaining Team develop provincial bargaining goals. As a result, the ETFO Collective Bargaining Team unveiled the provincial bargaining goals and theme for this round of negotiations. The theme is "Control Your Future" and the bargaining goals for teacher locals this round of negotiations are;

- To eliminate the existing 2% salary differential.
- To negotiate a real salary increase.
- To negotiate maximum class sizes in all grades and programs.
- To negotiate improved preparation time.
- To negotiate limits on teacher workload.
- To negotiate benefit improvements.
- To negotiate improved pregnancy and parental entitlements.
- To negotiate language that ensures that Vice Principals and Principals do not engage in bargaining unit work.
- To negotiate experience credit to include all occasional teacher work.

Wisconsin teachers' president Mary Bell was the keynote speaker at the ETFO Collective Bargaining Conference held in Toronto on November 17th and 18th. She stated that teachers must promote themselves and public education in the community in order to avoid disasters like the anti-union law that wiped out bargaining in her state.





Remember that there is a 3 week gap between the last pay of 2011-2012 and the first pay of 2012-2013!

Union Steward Collective Bargaining Training Days:

**Tues. Feb. 21/2012 - 1 - 3:30 pm.
Brant schools only**

**Fri. Mar. 2/2012 - 1 - 3:30 pm.
Haldimand and Norfolk schools only**

Control Your Future Website

You can access the latest bargaining information, bargaining history, download screensavers, download apps, participate in polls, view videos, etc. by going on a website dedicated to this round of bargaining. All this information can be found at;
www.controlyourfuture.ca

Contact Info:

GEETF
49 Dalkeith Dr., Units 1 & 2
Brantford, ON
N3P 1M1
Tel: 519-753-9291
1-888-753-9291
Fax: 519-753-1970


Email:
Dave: dpeters@gefed.on.ca
Donna: pres@gefed.on.ca
Maggie: mbailey@gefed.on.ca

We can also be contacted through FirstClass.

According to the spring membership survey regarding bargaining priorities, one of the most important priorities to members was to eliminate the 2% salary differential. Here's why this priority is important to all ETFO members.


FACT 1:
An ETFO member at max salary, category A4 will lose **\$6,169** between September 1, 2008 and August 31, 2012.

FACT 2:
If that member retires August 31, 2012 with 26 years of service & collects 30 years of pension the loss will be **\$26,028**.



TOTAL LOSS: \$6,169 + \$26,028 = \$32,197

Consider the cost to YOU if ETFO members continue to be paid less than every other teacher in the province!



Collective Bargaining 2012
Control Your Future

Did you know?....local contract information

Basic salary comparisons

| | 1998 | 2004 | 2008 | 2011 |
|--------------|--------|--------|--------|--------|
| A1— 0 years | 31 510 | 37 173 | 41 116 | 44 492 |
| A2— 3 years | 39 902 | 47 072 | 52 065 | 56 340 |
| A3— 6 years | 51 107 | 60 290 | 66 686 | 72 163 |
| A4— 10 years | 65 760 | 77 575 | 85 805 | 92 851 |

Supervision comparisons

1998— no language regarding supervision— many teachers were known to have in excess of 300 minutes of supervision per week.
 2001— establishment of an ad hoc committee to review supervision practices.
 Still no supervision language.
 2005— the Board shall make every reasonable effort to ensure that no teacher is required to perform in excess of 100 minutes of supervision time in a five day cycle .
 2006— the Board shall ensure that no teacher is required to perform in excess of 100 minutes of supervision time in a five day cycle.
 2009 to present— the maxima of supervision for elementary teachers will be eighty (80) minutes within each period of five (5) instructional days.

None of these gains were accomplished without strong bargaining by, and strong support for, the Collective Bargaining teams!! Keep informed!! Support your Collective Bargaining Committee!!

Control Your Future!