



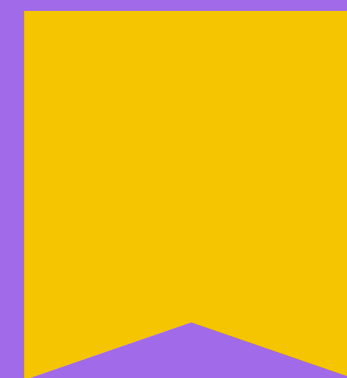
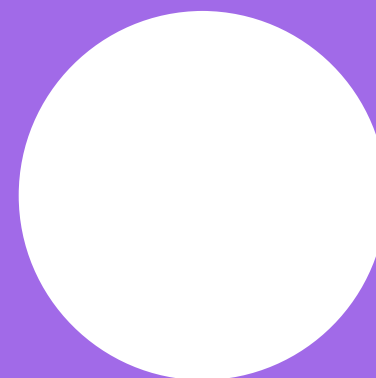
Collective Agreement Basics for Stewards





Agenda

- Central Terms
- The Local Agreement
- Letters of Understanding & Intent
- Questions?



The Collective Agreement



Central Terms

- Section A
- Found at the beginning of the document
- Lays out the division of central and local terms
- Benefits and Funding
- Letters of Agreement

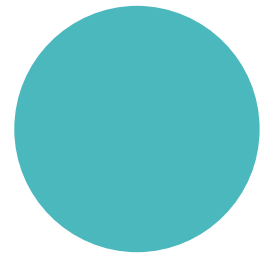
Local Agreement

- Section B
- Local provisions
- 30 Articles
- Non budgetary items

LOUs & LOIs

- Letters of Understanding
- Letters of Intent
- Renewable every round of bargaining
- DARE & PEAC

Supporting Documents



Board Documents & Policies

outlines the Board's expectations for both our work and conduct



G-32 & E1

Agreements that details the staffing process & Reorganization



Education Act, OCT & PPMs

Ministry guidelines for Education workers. Expectations and standards of practice laid out by the college for all licensed educators in the province.



CA Basics 101



L7 Grievance Procedure
violations of the CA

**L10 Pregnancy/Parental
leaves**

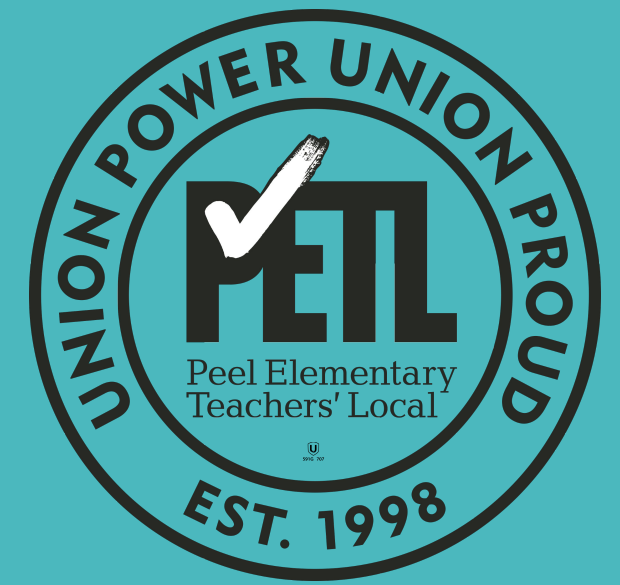
L13 ISSAC
Staffing Allocation Committee
Appendix B p.100

L14 Transfer & Surplus
Voluntary transfer, surplus, recall
and G32

L20 Health & Safety
different from Violence reporting
Central LOI
MJHSC
Work Refusal

L21 No Discrimination
Human Rights
Protections under the code

CA Basics 101 continued...



**L23, 24,25 Salary and
Additional Allowances**

L27 Sick Leaves

L28 Other Leaves

personal leaves of absence
with pay and without

L29 TPA's

L30 Working Conditions

Supervision
Prep time
Staff meetings
Report Cards



True or False



— Teachers can transfer from one assignment to another within the Board at any time in the year



True or False



— Teachers on statutory leaves qualify for supplemental employee benefits



True or False



— The grievance process is the tool used to address violations of the collective agreement



Questions?

Nadia Goode
PETL VP, Lead Negotiator
nadiag@etfopeel.com