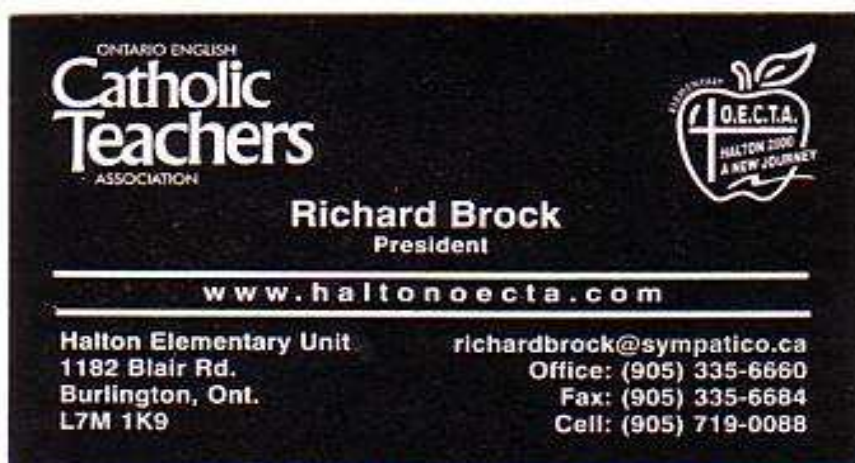


C.B.C.

2009 - 2010

COLLECTIVE BARGAINING COMMITTEE



FLYER

RESOLUTION #1

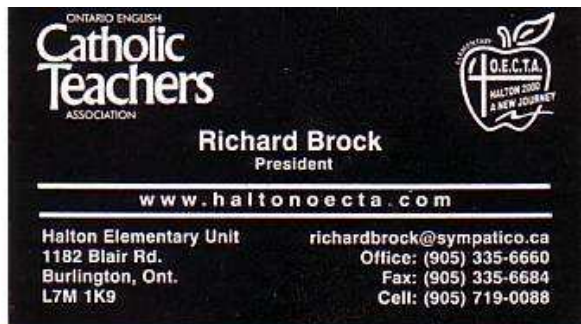
MARCH 1, 2010

#11

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"OECTA C.B.C. REPS." TO ALL TEACHERS**

*...Motivated by
Service and
Communication*



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in Catholic
Education.....*

TO: HALTON ELEMENTARY MEMBERS

RESOLUTION #1

On Thursday, February 25, 2010 at General Meeting #3, there was a unanimous vote of "NO" to allow E.C.E. workers into O.E.C.T.A.

To those of you that attended, many of which contributed to the rich discussion on this issue, thank you! For those of you that took the time to call myself or e-mail me in advance of the meeting, also, thank you! Even though, only those in attendance had their vote recognized, I did announce the results of the e-mails were (40) Against and (1) For, allowing E.C.E.'s into O.E.C.T.A.

Attached, please find:

1. My speech from General Meeting #3 on Thursday, February 25, 2010 which the members present at the meeting requested to be sent out to the membership.
2. Motion created at General Meeting #3 to bring forward to AGM 2010.
3. My e-mail to James Ryan, President, Provincial O.E.C.T.A. that followed General Meeting #3.
4. Bill 242

Your Partner in Catholic Education,

/dp

RESOLUTION #1

**MY ADDRESS TO THE MEMBERS AT GENERAL MEETING THURSDAY, FEBRUARY 25, 2010 **

- AT A.G.M. 2010, WE WILL BE DEALING WITH A RESOLUTION THAT CLEARLY IS THE MOST CRITICAL IN OUR HISTORY.
- IF IT PASSES, WE WILL NO LONGER BE A TEACHERS ASSOCIATION, BUT WE WILL BECOME AN ASSOCIATION OF EDUCATIONAL WORKERS.
- IN MAKING THIS DECISION, IT REMINDS ME OF A STORY WHEN I ATTENDED MY VERY FIRST O.E.C.T.A. MEETING, AS A TEACHER, WHICH OCCURRED AFTER SCHOOL ON MY VERY FIRST DAY ON THE JOB.
- IT WAS A RATIFICATION MEETING FOR THE CONTRACT OF THE DAY.
- DURING THE PRESENTATION, THE CHAIRPERSON WHO HAPPENED TO HAVE BEEN MR. BOB BOYLE, PRESENTED A BENEFIT PACKAGE.
- HE SAID WE HAVE BEEN ALLOCATED A CERTAIN SUM OF MONEY AND WE WANT YOU TO VOTE TO APPROVE THE CONTRACT, EVEN THOUGH WE DO NOT KNOW HOW WE ARE GOING TO SPEND THAT MONEY AND IN WHICH AREAS OF BENEFIT ENHANCEMENTS.
- I RAISED MY HAND AND ASKED THE QUESTION, "WHAT DO YOU EXPECT US TO DO, VOTE ON A 'PIG IN A POKE'?"
- THE ENSUING VERBAL BATTLE THAT BROKE OUT SAID AN AWFUL LOT ABOUT ASKING MEMBERS TO VOTE ON SOMETHING WHEN ALL OF THE DETAILS WERE NOT PRESENTED.
- WE WERE EXPECTED TO VOTE ON FAITH ALONE BASED ON THE ADVICE OF A SMALL HANDFUL OF INDIVIDUALS.
- INCIDENTALLY, I HAVE NEVER COME TO OUR MEMBERSHIP WITH ANY COLLECTIVE AGREEMENT SINCE WITH ANY ITEMS THAT DID NOT HAVE ALL OF THE DETAILS PRIOR TO THE VOTE.
- WHAT OUR PROVINCIAL EXECUTIVE IS DOING ON RESOLUTION #1 IS EXACTLY THAT.
- THEY ARE ASKING US TO VOTE ON A 'PIG IN A POKE':
 - * WE HAVE NO EDUCATION ACT REGULATIONS TO LOOK AT.
(THE DRAFT: BILL 242 IS DISASTROUS)
 - * WE HAVE NO CURRICULUM TO LOOK AT.
 - * WE HAVE NO JOB DESCRIPTIONS TO LOOK AT FOR THE O.C.T.
 - * WE HAVE NO JOB DESCRIPTIONS TO LOOK AT FOR
THE E.C.E.
- FURTHER, OUR PROVINCIAL EXECUTIVE, WHO ARRIVED AT THIS DECISION TO SUPPORT RESOLUTION #1, HELD ALL OF THEIR DISCUSSIONS IN CAMERA AND CONTINUE TO HOLD ALL OF THEIR DISCUSSIONS IN CAMERA AND TO DATE THEY HAVE ONLY:
 - * SENT OUT WHAT THEY PERCEIVE AS THE POSITIVES FOR ALLOWING E.C.E.'S INTO O.E.C.T.A.
 - * THEY HAVE REFUSED TO SEND ANY INFORMATION OUT LOOKING AT THE NEGATIVES OR THE CON POSITION
 - * AND THEY HAVE MOST RECENTLY (LAST FRIDAY, FEBRUARY 19TH) FORBIDDEN ANY MEMBERS OF THE PROVINCIAL EXECUTIVE WHO DO NOT SUPPORT RESOLUTION #1, TO SPEAK AT THE LOCAL UNIT LEVEL GENERAL MEETINGS.
 - * IN ORDER FOR ME TO SECURE THE ATTENDANCE OF TWO INDIVIDUALS THAT HAVE DIFFERING OPINIONS, OUR PROVINCIAL PRESIDENT, JAMES RYAN, LATER SAID, PROVINCIAL EXECUTIVE MEMBERS ARE ONLY ALLOWED TO SPEAK TO US TODAY, AS CANDIDATES FOR THE UPCOMING ELECTION AT THE A.G.M. HOWEVER,
 - * AS MEMBERS OF THE PROVINCIAL EXECUTIVE, THEY WILL FOLLOW THE PARTY LINE WHICH WAS TO SUPPORT RESOLUTION #1.
- FOR THE RECORD, THE E.C.E.'S IN THE HALTON REGION (VIS-À-VIS CHARLES STURT UNIVERSITY FORUM ON JANUARY 9, 2010) AT THAT MEETING STATED:
 - * THEY WANT TO BE IN A TEACHERS UNION.
 - * THEY WANT TO BE IN THE TEACHERS PENSION PLAN.

- * THEY WANT TO GET ON THE TEACHER GRID.
- * THEY FEEL THEY ARE AS MUCH A TEACHER AS AN O.C.T. MEMBER
- BY ALLOWING E.C.E.'S INTO O.E.C.T.A. WE WILL BE:
- * DEVALUING OUR J.K./S.K. TEACHERS, AND
- * DIMINISHING THE VALUE OF AN O.C.T.!
- THERE HAS BEEN FEAR THAT IF E.C.E.'S COME IN, THAT THEY WILL EVENTUALLY REPLACE O.C.T.
- DOES THIS HAVE MERIT?
- * IS THE LOSS OF J.K./S.K. TEACHERS WITH AN O.C.T. GOING TO BE IMMEDIATE.... NO!
- * IS THE LOSS OF J.K./S.K. O.C.T. TEACHERS IMMINENT OR INEVITABLE.... NO ONE CAN ANSWER THAT QUESTION? HOWEVER, WHY OPEN "OUR" DOOR!
- NOW WE HAVE TO ASK OURSELVES WHY DOES PROVINCIAL O.E.C.T.A. THINK THIS IS A GREAT IDEA TO BRING E.C.E.'S INTO O.E.C.T.A.?
- WHEN YOU LOOK AT THE LITERATURE THAT HAS BEEN RELEASED TO DATE, IT CONTAINS A SERIES OF PROBLEMATIC QUESTIONS/COMMENTS:
 - * ALL THE LITERATURE ADDRESSES THE PRO POSITIONS.
 - * ALL THE LITERATURE HAS NO CON POSITIONS IN IT.
 - * WE HAVE SPENT NO TIME PUBLICALLY ATTACKING THE GOVERNMENT FOR ALLOWING STATEMENTS TO BE MADE WHERE TEACHERS AND E.C.E. WORKERS APPEAR TO BE SYNONYMOUS IN THE CLASSROOM.
 - * WHEN YOU READ ALL OF O.E.C.T.A.'S PRO POSITIONS, THEY CARRY AN AWFUL LOT OF STRETCHING OF THE IMAGINATION AND AT TIMES FEAR MONGERING.

***** WHY HAS THERE BEEN NO UNION OUTCRY WHEN THE DRAFT REGULATIONS CAME OUT LAST WEEK FOR THE EDUCATION ACT BILL 242, WHERE IT STATES THROUGHOUT, "... AMENDED BY STRIKING OUT "TEACHER" AND SUBSTITUTING "TEACHER, DESIGNATED EARLY CHILDHOOD EDUCATOR"???.....E-AGENDA FINALLY SAID THIS YESTERDAY....STILL NO VISIBLE OUTCRY!!!

- * WHY HAVE WE NOT ALLOWED E.A.'S INTO O.E.C.T.A.?
- * WHY HAVE WE NOT ALLOWED C.Y.C.'S INTO O.E.C.T.A.?
- * AND THE BEST EXAMPLE, WHY HAVE WE NOT ALLOWED LIBRARY TECHS. INTO O.E.C.T.A. AFTER BILL 160.
- * THEY ARE ALL EDUCATIONAL WORKER POSITIONS!!!
- * THEY FIND THEMSELVES WORKING CLOSELY WITH TEACHERS INSIDE AND OUTSIDE OF THE CLASSROOM.
- * YET, WE NEVER FELT THE NEED TO BRING THEM INTO O.E.C.T.A.
- FAST FORWARD TO THE NEXT ROUND OF NEGOTIATIONS, AND IF THE E.C.E.'S ARE "NOT" IN O.E.C.T.A.:
 - * THEY WILL BE GIVEN THE SAME FUNDING AMOUNT, IE. RAISES AS ALL OTHER EDUCATIONAL WORKER GROUPS IF THE PRACTICE IN THE LAST TWO ROUNDS OF BARGAINING IS MAINTAINED.
 - * THE BOARDS WILL NOT BE IN A POSITION TO GIVE THE E.C.E.'S ANYMORE MONEY THAN THE GOVERNMENT GAVE THEM.
 - FAST FORWARD TO THE NEXT ROUND OF NEGOTIATIONS, AND IF THE E.C.E.'S ARE "IN" O.E.C.T.A.:
 - * NOTHING PRECLUDES THEM AT THE BARGAINING TABLE TO ADDRESS THE MONIES THAT ARE ALLOCATED TO O.E.C.T.A., IN HALTON, AND MAKE THEIR PITCH TO HAVE MONEY DIVERTED AWAY FROM THE ELEMENTARY, SECONDARY AND OCCASIONALS INTO THEIR COLLECTIVE AGREEMENT.
 - * NO ONE CAN TELL YOU THAT THIS CANNOT BE A STRATEGY.... WHETHER OR NOT IT OCCURS, REMAINS TO BE SEEN.
 - * WHEN YOU HAVE ONE BARGAINING AGENT, THE PROVINCIAL EXECUTIVE, WITH ABSOLUTE CONTROL OVER THE LOCALS THIS CAN HAPPEN AND THIS TYPE OF BIG BROTHER INFLUENCE HAS OCCURRED IN O.T. NEGOTIATIONS WITHIN O.E.C.T.A., IN THE PAST.
 - * ROBERT'S RULES CALLS THIS "TYRANNY OF THE MINORITY"

- THIS LIMITED INFORMATION COMING FROM THE PROVINCIAL EXECUTIVE:
 - * WITH ONLY PRO BIAS INFORMATION COMING TO THE UNITS
 - * WITH NO CON INFORMATION COMING TO THE UNITS
 - * WITH NO REGS. IN PLACE
 - * WITH NO JOB DESCRIPTIONS IN PLACE
 - * WITH NO CURRICULUM IN PLACE
 - * THEY WANT US TO VOTE ON “A PIG IN A POKE”!!

- THEREFORE, DOES THE MAJORITY OF THE PROVINCIAL EXECUTIVE ONLY SEE BRINGING IN E.C.E.’S INTO O.E.C.T.A. AS A SURE FIRE WAY TO:
 - * INCREASE THE MEMBERSHIP
 - * INCREASE THE FEES COLLECTED
 - * INCREASE THE AMOUNT OF MONEY IN THE PROVINCIAL COFFERS
 - * DO THE MATH, FOR EVERY E.L.P. “O.C.T.” YOU WILL HAVE TWO “E.C.W.” WORKERS... AS A STARTER!!!

- FINALLY, TO PUT A “LOCAL SPIN” ON ALL THAT HAS BEEN COMING OUT OF OUR PROVINCIAL OFFICE AND ELSEWHERE.
 - * WITH E.C.E.’S IN, PROBLEMS BETWEEN O.C.T. MEMBERS AND E.C.E.’S WILL BECOME ONLY -
 - MORE COMPLEX
 - MORE PROLONGED
 - LESS SATISFYING IN THEIR RESOLVE!
 - * WHY: AS MEMBERS, E.C.E.’S CAN FILE CHARGES, IN TWO FORUMS, THAT THEY WOULD NOT BE ABLE TO DO IF THEY WERE NOT MEMBERS, IF THEY DO NOT LIKE THE TREATMENT THEY ARE GETTING FROM ANOTHER O.E.C.T.A. MEMBER. THESE TWO PROCESSES ARE:
 - PROCEDURE 13 (PROVINCIAL HANDBOOK)
“DISCIPLINE OF MEMBERS”
...THREE OR MORE MEMBERS MAY FILE A WRITTEN COMPLAINT....
 - “DUTY TO REPRESENT” - ONTARIO LABOUR RELATIONS ACT (O.L.R.A.)
 - * THESE TWO (2) QUASI LEGAL PROCESSES ALONE, ARE ONLY ALLOWED IF BOTH ARE MEMBERS OF O.E.C.T.A.
 - * IT CAN DRAG OUT ANY CONFLICT IN DISPUTE FOR MONTHS ON END.
 - * TAKE IT FROM ONE WHO HAS BEEN INTIMATELY INVOLVED WITH BOTH - THESE PROCESSES ARE AGONIZINGLY LONG, OFTEN USED AS A WEAPON NOT AN INSTRUMENT AND FROM MY PERSONAL EXPERIENCE, THESE PROCESSES RARELY ARE USED AS THEY ARE INTENDED.
 - * IF E.C.E.’S ARE NOT MEMBERS OF O.E.C.T.A., THESE TWO PROCESSES CAN NEVER BE ACTIVATED.
 - * LOCALLY, EVERY C.U.P.E. DISPUTE IS RESOLVED QUICKLY AND PROFESSIONALLY
 - * WHY CHANGE WHAT WORKS WELL!!!!
 - * BETTER YET, WHY INVITE AVENUES FOR MORE PROBLEMS INTO OUR TEACHER ASSOCIATION?

- FINALLY, ON THE CATHOLICITY FRONT:
 - * YES, WE ARE A CATHOLIC BOARD!
 - * YES, WE ARE CATHOLIC TEACHERS!
 - * IF CATHOLIC SCHOOL BOARDS ARE GRANTED DENOMINATIONAL RIGHTS, THAT ORIGINATED IN THE B.N.A. ACT FOR CATHOLIC TEACHERS ALONE - IS THERE A SUBLIMINAL MESSAGE THERE?
 - * WE CAN APPRECIATE THE DESIRE TO HAVE ALL EMPLOYEES IN A CATHOLIC SYSTEM, CATHOLIC, BUT INADVERTENTLY, ARE THEY EQUATING E.C.E.’S (EDUCATORS) WITH O.C.T. (TEACHERS) WITH THIS SUDDEN DEPARTURE FROM THE STATUS QUO.

- * WHILE ON THAT VEIN, WHY HAVE CATHOLIC BOARDS NEVER MADE THE SAME OVERTURES OF IT’S:
 - E.A.’S?
 - C.Y.C.’S?
 - LIBRARY TECHS?

- ENOUGH SAID ABOUT THAT!
- IN CLOSING:
 - * NO, I DO NOT WANT TO BRING PROCEDURE 13 INTO PLAY
 - * NO, I DO NOT WANT TO BRING DUTY TO REPRESENT INTO PLAY
 - * NO, I DO NOT WANT TO COMPROMISE THE "C" IN O.E.C.T.A. IF CATHOLIC BOARDS ARE NOT GRANTED THE RIGHT TO HIRE EXCLUSIVELY CATHOLIC E.C.E.'S.
 - * NO, I DO NOT WANT TO ELIMINATE THE "T" IN O.E.C.T.A.
 - * NO, I DO NOT WANT TO DIMINISH THE VALUE OF AN O.C.T. AND
 - * NO, I DO NOT WANT TO DE-VALUE OUR J.K./S.K. TEACHERS.
- I, AS YOUR UNIT PRESIDENT, UNLESS DIRECTED OTHERWISE BY ALL OF YOU HERE TONIGHT, WILL "SPEAK AGAINST" AND "VOTE NO" TO RESOLUTION #1 AT A.G.M. 2010
- OUR PRIORITY HERE SHOULD NOT BE:
 - MORE FEES....
 - MORE MONEY....
- OUR PRIORITY SHOULD BE TO NOT COMPROMISE THE PROFESSIONAL INTEGRITY OF OUR CATHOLIC TEACHERS ASSOCIATION
- VOTING NO TO RESOLUTION #1 IS A "YES" VOTE FOR CATHOLIC TEACHERS!!!!

MOTION

That the Provincial Executive respond immediately and forcefully to the Provincial government with respect to the Associations disapproval to the proposed changes to the Education Act in Bill 242 where it states:

BY STRIKING OUT "TEACHERS" AND SUBSTITUTING, "TEACHERS, DESIGNATED EARLY CHILDHOOD EDUCATORS."

Mover: Rosemary Oliver
 Seconder: John Fuca

- carried unanimously -

(E-Mail to James Ryan, President, Provincial O.E.C.T.A.)

February 26, 2010

Dear Mr. Ryan:

The Provincial Executive and the leadership at our "Provincial Office" has boxed us in!! Who ever sold the O.E.C.T.A. soul so we could position ourselves to "organize" the E.C.E.'s, have now conflicted our Association and have put our Provincial office in a position that stands to compromise what a "teacher" is in the Education Act.

Bill 242 is far more damning than Bill 160 ever was. Then we lost Principals and Vice Principals now, with Bill 242, as the definition of a teacher is being assaulted before our eyes, our Provincial Executive continues to sit back because they know, whatever they hoped to do to lure the E.C.E.'s into O.E.C.T.A., will go up in smoke the minute we stand up and protest at the all out assault by our government on the definition of a teacher.

This is not an Elementary issue neither. As the lines get blurred.....J.K./S.K. teachers become more and more vulnerable..... then Con. Ed....then E.S.L.....then Guidance....areas where pockets of the general public have questioned in the past, questioning if one really requires an O.C.T. to perform those tasks. We have heritage teachers lurking in the wings that "teach" in language classes in our schools on the weekends. We have Library Techs. that feel they are doing now, what Teacher Librarians have done before them.

Where to from here....the hospital model?!?! One R.N. per floor and 10 R.N.A.'s? It was not all that long ago that R.N.'s of ontario saw their ranks ravaged!! Care has diminished and the public screamed....yet the government hung tough. Do we think the parents are going to push back for us as para professionals start ravaging our O.C.T. positions? Not a chance!!

If we hope to head Bill 242 off at the pass.....the clock is ticking.....or has someone or some group sold the soul of O.E.C.T.A. in the interest of "bigger", "richer", "more"? My General Meeting last night was quite different then is being reported from a few other Units (as I am sure you know by now as it was attended by Sonia Di Petta and Anne Hawkins from the Provincial Executive). My members want to know where Provincial O.E.C.T.A. is on Bill 242 and why you have not been screaming at Queen's Park already?!?! "We won't back down! "What a joke! Time to tell us what is really going on in your Executive in-camera sessions!" I don't know about the rest of the Province, however my members sure want to know where the provincial leadership is! They think they pay enough for that protection! Last time I looked, we were still a "Teacher's Association!!!!

As per Robert's rules...."tyranny of the minority"...begins with one!!