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MEMORANDUM TO: Signatories of the PDT Agreements signed May 14, 2008 and May 27, 2008, involving education support workers

FROM: Dominic Giroux
Assistant Deputy Minister
French-Language Education
and Educational Operations Division

DATE: October 10, 2008

SUBJECT: Update on the Status of the Provincial Labour Discussions

I am pleased to provide an update to the status of the provincial labour discussions. As you know, over the past several months, staff from the Ministry and the Minister's office, have been facilitating discussions with teachers' federations, education support workers' unions and trustee associations offering them the opportunity to reach agreements on issues of provincial concern. This ongoing dialogue has proven to be of great value as a means to sustain labour peace and progress in our publicly funded schools. The Ministry appreciates the efforts made by those invited to participate.

There are now five Provincial Discussion Table (PDT) agreements in place that cover 324 or 68% of 473 collective agreements, including the latest PDT agreement that was reached on September 12, 2008, between the four trustee associations and OSSTF, representing its education support workers. You will find attached a memorandum issued recently to the parties of this latest PDT Agreement. I draw your attention to two changes communicated in the attachment, that amend the content of the Memorandum 2008:B10 and of the draft revised GSN regulation, both released on August 18, 2008:

- Proposed section 57.1(1)10 of the draft revised 2008-09 Grants for Student Needs (GSN) regulation released on August 18, 2008 and available on the Ministry's website at <http://www.edu.gov.on.ca/eng/funding/0809/RegulationGrantsGSN.pdf> will be amended so that if elementary teachers and educational assistants within the board do not comply with a PDT agreement, the board would still be eligible to the funding enhancement for elementary supervision if the bargaining unit representing elementary school secretaries was compliant with a PDT agreement.
- Proposed section 57.2(1)(c) of the draft revised 2008-09 GSN regulation will be removed. This will eliminate the requirement that all the bargaining units of a union within a board, covered by the same PDT agreement, have compliant collective agreements in place by November 30, 2008 in order for the board to receive the enhanced PDT funding for these job classifications. Instead, funding to boards will be adjusted to support any local agreement ratified by November 30, 2008 that meets the conditions of the applicable PDT agreement.

Subject to the approval of the Lieutenant Governor in Council, these two changes would be reflected when amendments to the 2008-09 GSN regulation are filed on December 1, 2008.

You will also find attached another memorandum released today to the parties of the PDT agreement reached on May 14, 2008 between three trustee associations and 12 independent local support staff unions covering 38 collective agreements and 8,600 education support workers, as well as the PDT agreement reached on May 27, 2008 between the four trustee associations and CUPE covering 104 collective agreements and 51,000 education support workers. This memorandum advises these parties of changes applicable to these two PDT agreements resulting from the PDT agreement between the four trustee associations and OSSTF representing its education workers. These changes are made pursuant to a Letter of Understanding signed by the parties.

The PDT agreements now cover 120,000 employees in school boards across the province. In addition, Provincial School Authority Teachers and the Provincial School Authority, which is funded outside the GSN, have reached an agreement.

The Ministry is gratified by the commitment made by the parties to the PDTs to settle and ratify such a large number of collective agreements by the end of November.

The PDT agreements reached at these discussions have allowed the parties to renew their shared commitment to improve student achievement, reduce gaps in student outcomes, and increase confidence in publicly funded education. To support this commitment, the Ontario government proposes to increase the province's investment in elementary and secondary education in 2008-09 by a further \$505M, growing to \$2.5B in 2012-13 assuming full compliance. Despite declining enrolment and a challenging economic environment, this support is being provided to recognize the important work done by all staff in Ontario's public-funded schools.

Updates will continue to be made available at
<http://www.edu.gov.on.ca/eng/document/nr/08.07/PDT.html>

I thank you for your ongoing commitment to labour peace and progress. If you have any questions, please contact Margot Trevelyan, Director of the Labour Relations and Governance Branch, at (416) 325-2836 or at margot.trevelyan@ontario.ca

Dominic Giroux
Assistant Deputy Minister

- c. Executive Directors of trustee associations
- General Secretaries of teacher federations
- Representatives of unions representing support workers