



**TEACHER COLLECTIVE
BARGAINING CONFERENCE
CONFÉRENCE SUR LA NÉGOCIATION
COLLECTIVE DANS LE MILIEU ENSEIGNANT**

Bargaining Beyond: Changing the Collective Conversation

June 9-11, 2019 • St. John's, Newfoundland and Labrador

#EdNonNego



Canadian Teachers' Federation
Fédération canadienne des enseignantes et des enseignants

Hosted by
Accueillie par



Newfoundland and Labrador
Teachers' Association



We recognize the contributions of the **First Nations, Métis and Inuit peoples of Canada**.
In honour of reconciliation in education, we acknowledge and give gratitude
to the **Indigenous peoples** whose lands we are on today.



HUMAN RIGHTS STATEMENT

The Canadian Teachers' Federation is committed to:

- Providing a respectful environment that is free from harassment at all Federation activities;
- Fostering the goodwill and trust necessary to protect the rights of all individuals;
- Neither tolerating nor condoning behaviour that undermines the dignity or self-esteem of individuals or the integrity of relationships;
- Promoting mutual respect, understanding and cooperation as the basis of interaction among all in attendance; and
- Supporting a member or delegate's right to fully express their democratic privilege to vote free of harassment and intimidation.

BILINGUALISM

As a bilingual organization, the Canadian Teachers' Federation believes all participants should feel free to express themselves in English or French. Every effort will be made to have presentations available in both official languages. Simultaneous interpretation services will be provided for all sessions taking place in the Indigo-Cyan room, and a designated bilingual participant will help with the interpretation during workshops taking place in the other rooms.

SCENT-FREE POLICY

In response to health concerns, the Canadian Teachers' Federation has developed a scent-free policy. Scented products such as hair spray, perfume, and deodorant can trigger reactions such as respiratory distress and headaches. We thank you in advance for not wearing these products at the event.

WELCOME



Colleagues,

You've chosen the ideal moment to convene in St. John's. Not only for the CTF-FCE biennial Teacher Collective Bargaining Conference, but because very few places are as culturally vibrant and authentic as this city and the province of Newfoundland and Labrador. These attributes make this a welcoming setting and the perfect venue to help strengthen your positions at the bargaining table, and you are in the warm embrace of our valued friends and colleagues at the NLTA. I would like to thank Steve Brooks and his team for organizing this important event.

As locals are well aware, this time of year may be best known for two things: the lifting of the fog, which then clears the way for iceberg sightings. A dramatic sight to behold, like mountains floating on the sea, icebergs only reveal a portion of their size above the surface. The majority of these giant bobbing pieces of ice remains hidden from view. In many ways this is not so different from entering into negotiations for a new collective agreement.

When bargaining talks begin there are often a collection of demands and concerns that are public for all to see, such as class size and composition, teacher benefits and leaves, as well as salaries. Though, below the surface exist other areas up for negotiation and open to attack that remain out of sight, but are at the core of publicly funded public education. Some of these include quality, inclusive public education, public narratives about the teaching profession and labour's democratic contribution to society.

This is why a major aim of this conference is to delve below the surface to address the concerns that are at the heart of public education and the teaching profession.

With the theme of "Bargaining Beyond: Changing the Collective Conversation," the conference agenda has been developed to support bargaining in complex and shifting political landscapes with a range of workshops, panels, and case market presentations.



The theme emerged from shared discussions and clear signals from our member organizations. With cuts to public education funding, growing discourse and forms of privatization, new forms of centralization and control of teachers and the teaching profession, it was essential that we come together to find ways to not only respond to, but to change, this conversation. The moment for teachers and their unions to reposition and reaffirm the essential value of public education as a public good and as a foundation for democracy and social empowerment, is now.

So, as many of you are preparing to head into bargaining talks, I hope that this conference provides you with the insight, tools and, most importantly, the valued relationships needed to come out on top; to shed light on what is most important to our organizations, to our profession and to publicly funded public education.

On behalf of all of us at the CTF-FCE, please enjoy this experience and I look forward to seeing you at future CTF-FCE events.

Cassandra Hallett
CTF-FCE Secretary General



Welcome to St. John's! On behalf of the Newfoundland and Labrador Teachers' Association, I am pleased to welcome you to our provincial capital. The NLTA is proud to co-host this year's Collective Bargaining Conference in partnership with the Canadian Teachers' Federation. With another school year winding down and summer on the horizon, it is time for us once again to come together for this biennial event that provides opportunity for us to take advantage of one of our

great strengths as a federation, that of sharing experiences, ideas and expertise, and learning from each other.

The 2019 Conference program has been developed around the theme of "Bargaining Beyond – Changing the Collective Conversation". A mix of keynote presentations, workshops, panel discussions and a dynamic case market will offer an abundance of learning opportunities, and we have social occasions planned that should allow you to take networking to new levels.

These are challenging political and economic times for collective bargaining, and for teacher organizations in particular. Many of us are facing regressive tactics by governments seemingly intent on rolling back the clock on progress in the name of austerity. The work of our negotiators has never been more important, as we strive to protect and advance the welfare of the professionals we represent as well as the integrity and stability of public education.

I sincerely hope that you enjoy the Conference and your stay in vibrant and historic St. John's!

Dean Ingram
NLTA President



PROGRAM

Wi-Fi network: **CTFFCE** • Wi-Fi password: **collective**

SUNDAY, JUNE 9, 2019		LOCATION
1830 – 1900	Registration	INDIGO-CYAN FOYER
1900 – 2030	<p>Welcome</p> <ul style="list-style-type: none"> • Sylvain Cl��roux, Deputy Secretary General, CTF-FCE • Stefanie Tuff, Assistant Executive Director, NLTA <p>Keynote: Key Developments in Major Case law in Teachers' Collective Bargaining</p> <ul style="list-style-type: none"> • Gail L. Gatchalian, Q.C., Pink Larkin • Chair: Stefanie Tuff, NLTA <p>In these trying times, teacher unions have held the line on attacks on public education, and need to continue to tailor their approach to the challenges they face. Gail L. Gatchalian will provide an overview of recent developments in the following areas: Cannabis partial decriminalization; Student privacy; Sick leave and attendance management; Misconduct; Curriculum; Benefit plans; Content of collective agreements; and Sunshine lists.</p>	INDIGO-CYAN
2030 – 2200	<p>Social on the Rock</p> <ul style="list-style-type: none"> • A ticket for one beverage is in your name badge. 	INDIGO-CYAN FOYER

MONDAY, JUNE 10, 2019		LOCATION
0815 – 0845	Registration, Coffee, and Tea	INDIGO-CYAN FOYER
0845 – 1000	<p>Opening Remarks</p> <ul style="list-style-type: none"> • Stefanie Tuff, NLTA • Sylvain Cl��roux, CTF-FCE <p>CTF-FCE Collective Bargaining Review</p> <ul style="list-style-type: none"> • Rick Riel, CTF-FCE • Chair: Sylvain Cl��roux, CTF-FCE <p>This collective bargaining overview will include a cross-Canada update of negotiated salary increases and the current status of bargaining. The presentation will also focus on selected salary trend data, as well as other data, scenarios and information that are beneficial to examine for bargaining purposes. Participants will also have the opportunity to engage in discussion with colleagues from across the country.</p>	INDIGO-CYAN
1000 – 1030	Refreshment Break	INDIGO-CYAN FOYER



Wi-Fi network: CTFFCE • Wi-Fi password: collective

1030 – 1200	WORKSHOPS	
	<p>From the Courtroom to the Classroom</p> <ul style="list-style-type: none"> • Gail L. Gatchalian, Q.C., Pink Larkin • Chair: Miriam Sheppard, NLTA <p>This workshop will address legal processes affecting bargaining, unfair labour practices, injunctions, wage restraint, back to work legislation and interest arbitration.</p>	INDIGO-CYAN
	<p>Interest-Based Bargaining (bilingual)</p> <ul style="list-style-type: none"> • Yvan Roy, AEFO • Chair: Sylvain Cl��roux, CTF-FCE <p>This workshop on interest-based bargaining (IBB) presents a bargaining strategy taking into consideration all parties’ interests. IBB focuses on the relationship so that all parties can reach their objectives and a mutually acceptable outcome. Through a presentation and a practical exercise, participants will have the opportunity to learn about the concepts and steps involved in IBB.</p>	ORANGE
	<p>WIN – Women In Negotiations</p> <ul style="list-style-type: none"> • Katrina Wheaton, OECTA • Chair: Stefanie Tuff, NLTA <p>A woman at the bargaining table brings a unique perspective and dynamic to negotiations. This session will examine gender bias, the double-bind and the confidence gap. Participants will discuss how to break down barriers that prevent women from taking the lead in the bargaining process.</p>	GREEN
1200 – 1315	<p>Lunch</p> <ul style="list-style-type: none"> • Please self-identify to the Alt Hotel or CTF-FCE staff if you have special dietary needs. 	INDIGO-CYAN FOYER
1315 – 1430	PANEL DISCUSSION	
	<p>Bargaining Outside the Box</p> <ul style="list-style-type: none"> • Chair: Stefanie Tuff, NLTA <p>Panelists:</p> <ul style="list-style-type: none"> • Steve Brooks, NLTA <p>Committee on Inclusion: In the 2012-2016 Provincial Collective Agreement, the NLTA negotiated a clause providing for the establishment of a joint government/NLTA committee to review the resourcing of the Inclusive Schools Initiative, leading to a</p>	INDIGO-CYAN



PROGRAM

Wi-Fi network: **CTFFCE** • Wi-Fi password: **collective**

	<p>report and recommendations. While a report and recommendations were never finalized, Steve Brooks will discuss how the NLTA was able to leverage this outcome to achieve a greater role and influence for NLTA within the decision making structure created by government to implement the Premier's Education Action Plan.</p> <ul style="list-style-type: none"> • Ardith Shirley, NBTA, and Nicole LeBlanc, NBTF <p>Hours of Instruction for K-2: In the last round of provincial bargaining, a Letter of Agreement was negotiated to establish a research project in relation to an increase in hours of instruction for grades K-2. Nicole LeBlanc and Ardith Shirley will discuss how this project was gained and leveraged during negotiations, and how the results of the project itself, being carried out by independent experts, will factor into and inform the next round of bargaining for New Brunswick teachers.</p> <ul style="list-style-type: none"> • Tom Doyle, OECTA <p>Professional Autonomy Language: During the 2012 round of provincial bargaining, the OECTA achieved an agreement with the provincial government that included language stating that teachers use their professional judgment to determine which assessment and/or evaluation tool(s) are to be used (from the Board list of preapproved assessment tools), for which student(s), as well as the frequency and timing of the tool. Tom Doyle will discuss the process leading to this agreement and why it was such an important issue for the membership.</p>	INDIGO-CYAN
1430 – 1450	Refreshment Break	INDIGO-CYAN FOYER
1450 – 1630	<p>CASE MARKET</p> <p>Participants will benefit from a choice of four case market presentations out of six from across the country.</p> <ul style="list-style-type: none"> • Chairs: Miriam Sheppard, NLTA and Sylvain Cl��roux, CTF-FCE <p>Presenters:</p> <ul style="list-style-type: none"> • Pierre-Antoine Harvey, CSQ (in French) <p>Positive Recognition as a Driver of Inclusive Engagement: The presentation focuses on projects aimed at appreciating and recognizing teachers which, in association with parent coalitions, successfully garnered positive public opinion and engagement during negotiations, and enhanced school networks and public school systems. In fact, during our most</p>	INDIGO-CYAN



Wi-Fi network: **CTFFCE** • Wi-Fi password: **collective**

recent negotiations, we witnessed visibility and mobilization campaigns such as “Prof, ma fierté”, “L’école à bout de bras” and “Je protège mon école publique” which called on the public to mobilize in support of bargaining issues such as better working conditions for teachers.

- Rick Riel, CTF-FCE

Infosource: This presentation will give an overview on CTF-FCE’s Members’ Only Infosource website, including newly introduced sections on salaries, advocacy and policy briefs and Canada 360. These tools are particularly useful for bargainers, researchers and economic and welfare and member services staff.

- Amy Hodgers and Heather Campbell, NTA

NTA Professional Development Fund: The Professional Development fund has been established to improve the quality and relevance of education for the students in Nunavut. We will share how this teacher-driven fund of approximately \$4,000,000 yearly is structured and utilized.

- Arlyn Filewich and Tom Paci, MTS

Preparing for an Uncertain Future – Transitioning from Local to Provincial Bargaining: In this presentation, you will hear about the process that the MTS has developed as it moves from local to provincial bargaining. Topics discussed include building a democratic process and maintaining member engagement.

- Kevin Schmidt and Randy Schmaltz, STF

Teacher Time and Arbitration: In 2012, the Saskatchewan government arbitrarily changed *The Education Act, 1995* creating a school day with a required minimum number of hours but no maximum. This undermined collective bargaining and caused a wide variation in teachers’ assignable time across the province. The Saskatchewan Teachers’ Federation entered into a conciliated process to address the issue of assignable hours or teacher time. What became known as the Task Force on Teacher Time culminated in a report and associated recommendations. The STF will share the story on the importance of this work and how it played out in provincial arbitration six years later.

INDIGO-CYAN



PROGRAM

Wi-Fi network: **CTFFCE** • Wi-Fi password: **collective**

	<ul style="list-style-type: none"> • Stefanie Tuff, NLTA <p>Teaching and Learning Assistants in NL: In July 2017, the provincial government of Newfoundland and Labrador released the report and recommendations of the Premier’s Task Force on Improving Educational Outcomes, <i>Now is the Time</i>. One of the recommendations was for government to introduce educational assistants to the K-12 system. Government announced that these new resources and a new service delivery model for student support services would be phased in over three years. The NLTA immediately began working to ensure these positions would provide the greatest possible range of support for teachers, including supervision duty, while clearly defining the role and establishing limits to the scope of practice. On August 9, 2018, a Memorandum of Agreement to the Provincial Collective Agreement which specifies that Teaching and Learning Assistants are members of the NLTA bargaining unit, defines the scope of practice for these positions, and sets out the terms and conditions for employment was signed. The Case Market presentation will identify how NLTA advocacy activities contributed to the inclusion of a new classification of NLTA members, Teaching and Learning Assistants, and how advocacy continues to help define that role.</p>	INDIGO-CYAN
1730 – 1745	<p>Walk Together to the Kitchen Party</p> <ul style="list-style-type: none"> • Meet in the Alt Hotel lobby to walk to O’Reilly’s (10 minutes). • Please wear your name badge. Your beverage tickets are in your name badge. 	LOBBY
1745 – 2200	<p>Kitchen Party, hosted by the NLTA</p> <ul style="list-style-type: none"> • Dinner buffet and entertainment • Please self-identify to the O’Reilly’s or CTF-FCE staff if you have special dietary needs. <p>Enjoy local fare and some traditional entertainment at a famous Irish Newfoundland pub, voted Canada’s favourite bar.</p>	O’REILLY’S IRISH NEWFOUNDLAND PUB, 13 George St.



Wi-Fi network: CTFFCE • Wi-Fi password: collective

TUESDAY, JUNE 11, 2019		LOCATION
0830	Coffee and Tea	INDIGO-CYAN FOYER
0845 – 1000	<p>Keynote: Strengthening Bonds: Our students, our union, and our community</p> <ul style="list-style-type: none"> • Michael J. Harrington, former Director of Operations, Chicago Teachers Union • Chair: Stefanie Tuff, NLTA <p>What are the successful community-focused strategies and specific tactics that can help us win public support for our union’s goals? Taking on the role of and being recognized as a leading ally and advocate for children, families, and communities is a key part of the solution. Michael Harrington will share details – and the fundamental social justice values – that helped the Chicago Teachers Union emerge victorious in contract negotiations to improve working conditions, public education, and the lives of the children and families that union members serve.</p>	INDIGO-CYAN
1000 – 1020	Refreshment Break	INDIGO-CYAN FOYER
1020 – 1150	PANEL DISCUSSION	
	<p>Strengthening Community Bonds in Complex Times</p> <ul style="list-style-type: none"> • Brad Bennett, OSSTF/FEESO • Michael J. Harrington, former Director of Operations, Chicago Teachers Union • Sébastien Joly, QPAT • Winona Waldron, BCTF • Chair: Sylvain Cléroux, CTF-FCE <p>This panel will discuss historical and contemporary struggles in securing better working and learning conditions in publicly funded public education in Canada with a view to learning about how CTF-FCE member organizations have addressed specific challenges or difficulties in publicly funded public education through member engagement and collective social action with parents, communities, and partnerships. Panellists will highlight how they work as staff and leaders to support and engage their members, support collective social action, and advance the conversation of public education as a social good, and collective bargaining as a foundational principle for a healthy democracy, strong labour rights, and safe and supportive working conditions.</p>	INDIGO-CYAN



PROGRAM

Wi-Fi network: **CTFFCE** • Wi-Fi password: **collective**

1150 – 1200	Acknowledgments and Closing Remarks <ul style="list-style-type: none">• Stefanie Tuff, NLTA• Sylvain Cl��roux, CTF-FCE Note: Please return your conference badge and fill in the event evaluation.	INDIGO-CYAN
1200 – 1230	Lunch <ul style="list-style-type: none">• Please self-identify to the Alt Hotel or CTF-FCE staff if you have special dietary needs	INDIGO-CYAN FOYER

SPEAKERS



(in alphabetical order)



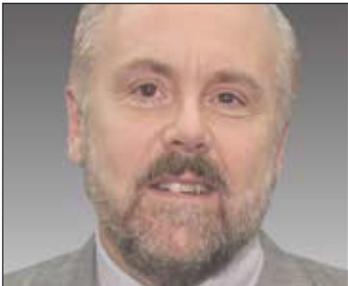
Amy Rodgers



Ardith Shirley



Arlyn Filewich



Brad Bennett



Gail L. Gatchalian



Heather Campbell



Katrina Wheaton



Kevin Schmidt



Michael J. Harrington



Miriam Sheppard



Nicole LeBlanc



Pierre-Antoine Harvey



SPEAKERS

(continued)



Randy Schmaltz



Sébastien Joly



Sherri Brown



Stefanie Tuff



Steve Brooks



Sylvain Cléroux



Tom Doyle



Tom Paci



Winona Waldron



Yvan Roy

WHY DOES BARGAINING MATTER?

Getting at what's above and below the surface



June 9-11, 2019
St. John's, N.L.



TEACHER COLLECTIVE BARGAINING CONFERENCE
Bargaining Beyond: Changing the Collective Conversation

#EdNonNego



Canadian Teachers' Federation
Fédération canadienne des enseignantes et des enseignants

www.ctf-fce.ca

Thank you



Newfoundland and Labrador Teachers' Association



Quebec Provincial Association of Teachers
L'Association provinciale des enseignantes et enseignants du Québec



Canadian Teachers' Federation
Fédération canadienne des enseignantes et des enseignants

www.ctf-fce.ca