

The Last 20 Years of Bargaining in York Region!

- Oct 1991 Last Collective Agreement signed with a pay increase until 2000.
- 1992-1995 Social Contract – teachers were frozen on the pay grid for 3 years.
- Mar 1993 Board preempts negotiations by unilaterally changing the Pupil Teacher Ratio resulting in 170+ teachers being declared surplus.
- Jan 1995 Following a lengthy series of protracted negotiations, York Region becomes the last Board in Ontario to recognize a pay equity settlement with its teachers.
- Apr 2, 1996 The Board preempts negotiations by unilaterally declaring 185 teachers redundant and prescribing 100 minutes of the negotiated 200 minutes of preparation time to be scheduled after school.
- Summer 1996 Board found guilty of having bargained in bad faith with OSSTF
- Jan 1997 Elementary teachers reject a Board offer of a salary increase for 1% and a further reduction to preparation time. Teachers vote 93% to strike.
- Mar 24 1997 After months of negotiations Settlement announced at 7:00am as teachers were on their way to picket lines
- Oct 1997 Teachers across the province participated in a 2-week political protest in opposition to Bill 160.
- Jun 1998 The Board preempts negotiations, once again, and declares that teachers will have their preparation time stripped to 120 minutes.

July 1 1998

ETFO formed

Sept 1998

In receipt of a “No Board Report” following a breakdown in negotiations, the Board votes to strip the collective agreement and reduce preparation time to 120 minutes and remove compensation for Lead Teachers

Sept 1998

Elementary teachers vote 77% to strike again.

Nov 9, 1998

During negotiations, while claiming that they do not have the money to raise salaries, the Board actively hires teachers outside of the bargaining unit.

Nov 11, 1998

The Board becomes the first ever in the public school system to lock out its elementary teachers. The lock out infuriates the public, and ends after one week, at which point elementary teachers begin rotating strikes.

In the middle of a week of rotating strikes, the Board presents a “Final Offer”, thinking that with a strike vote of only 77%, elementary teachers will choose to accept the Board’s offer.

Nov 23, 1998

Elementary Teachers vote 84% to reject the final offer.

Nov 26, 1998

When an agreement is finally reached the erosion of prep time is stopped, full benefits for part-time teachers is enshrined in the Collective Agreement, and teachers get a \$300 signing bonus.

Aug 2000

While increasing management salaries 5-10%, the Board insists on a 1% salary increase for its elementary teachers.

Oct 2000

Teachers vote 91% in favour of strike.

Nov 2000

Teachers impose sanctions in the form of a graduated withdrawal of services. As part of this withdrawal, teachers refuse to complete report cards.

As a result of the agreement following the job action, elementary teachers in York Region receive their first pay increase in almost a decade, breaking the \$70,000 mark for the first time. Teachers also achieve language to eliminate teaching vice-principals, and to cap supervision time at 60 minutes... a cap which continues to be the best supervision language in the province.

- Jan 2003 Following six months of no monetary offer in negotiations, teachers agree to two days of mediation prior to calling a strike vote.
- Jan 2003 Strike vote called. The day of the strike vote, a tentative agreement is reached.
- Sept 2004 *Campaign 200* begins. ETFO informs the Board that we will not reach an agreement until 200 minutes of preparation time are agreed to in the final accord.
- Nov 2004 After several months of unsuccessful negotiations, ETFO requests the appointment of a conciliation officer from the OLRB in York Region, and across the province.
- At the same time, the Education Minister Kennedy invites representatives from the union and trustee organizations to enter into a dialogue with the Ministry which would lead to the first Provincial Framework in the province of Ontario.
- Feb 2005 ETFO initiates an unprecedented “30 votes in 30 days” as strike votes are called in teacher locals across the province from January 17 – February 16. In York Region, teachers vote 95% in favour of strike action.
- Mar 2005 Teachers in York Region begin graduated work-to-rule.

- Apr 2005 At the Ministry table, the Minister of Education, ETFO and OPSBA agree to a Provincial Framework, establishing a definite timeline for the delivery of 200 minutes of negotiated preparation time for elementary teachers across the province and a 10.6% pay increase over the term of a four year agreement.
- Apr 2005 York Region is the first Local in the province to ratify a collective agreement under the provincial framework. Campaign 200 is achieved.
- Oct 2007 *Close the Gap* Campaign launched to eliminate the funding and working conditions disparity between the elementary and secondary panels.
- May 2008 OECTA and AEFO sign a PDT agreement containing a “me too” clause.
- Sept 2008 Teachers receive 200 minutes of prep time for the first time since June 1996.
- Dec 2008 OPSBA rejects ETFO offer of settlement which provided 270 prep time, and class sizes equal to those at the secondary school level.
- OPSBA insists that Principals be able to direct how teachers use prep time, that the definition of supervision be changed and that Collective Agreements be tied to student achievement.
- Feb 2009 Minister of Education Kathleen Wynne publically announces a unilateral non-negotiable PDT agreement containing a 2% salary penalty for ETFO members.
- April 2009 ETFO-YR signs a four year agreement which increases prep time to 240 minutes, a 10.4% pay increase and improved benefits.