

EXPIRING POLICIES 2023

Determined under Bylaw 20.

All policies remain in effect for 10 years after their date of implementation or amendment.

Policy 2 – Collective Bargaining Leave and Gratuity (CBLG)

2.1. Compassionate /Family Care Leave

It is the policy of OSSTF/FEESO that:

- 2.1.1. all collective agreements should contain language for the use of Compassionate Care benefits that provide for payment of a Member's full salary with no loss of sick leave credits, experience or seniority. (R.14)

Policy 3 – Collective Bargaining Salary (CBS)

3.5. Affiliate Negotiations

It is the policy of OSSTF/FEESO that:

- 3.5.1. there should be no practice by employers and/ or government of unilaterally awarding terms and conditions negotiated by the OSSTF/FEESO to other affiliates without negotiation of contractual agreements with each affiliate. (A.14)

5.2.3. Timetabling

It is the policy of OSSTF/FEESO that:

- 5.2.3.2. the additional preparation, workload and time requirements necessary for the preparation of documents related to Special Education, Student Success and/or students at risk and individual education plans (IEPs) should be formally recognized in teachers' and educational workers' collective agreements; (A.14)

5.5. Health and Safety Working Conditions

- 5.5.5. the employer should consult OSSTF/FEESO during the development of any Risk Assessment and Safety Plan required under the OHSA; (A.14)

5.6. Work Areas and Resources

It is the policy of OSSTF/FEESO that:

- 5.6.1. all OSSTF/FEESO Members should have access to gender-neutral washrooms at their workplaces. (A.14)

Policy 5 – Collective Bargaining Conditions of Work (CBW)

5.1. General Principles

It is the policy of OSSTF/FEESO that:

- 5.1.1. every collective agreement contains a no discrimination clause protecting the human rights of its Members; (R.14)
- 5.1.2. no employer should unilaterally im-pose Attendance Management systems without first providing an opportunity for OSSTF/FEESO to comment on such a policy; (R.14)
- 5.1.3. collective agreements should contain provisions to reserve the right to grieve the administration and/or application of any Attendance Management Policy; (R.14)
- 5.1.4. cooperative education students should not be used in any way which would result in fewer job opportunities for educational workers; (R.14)

5.2.5. On-Line Courses

It is the policy of OSSTF/FEESO that:

- 5.2.5.1. Members involved in the on-line delivery of credit courses should be working in a regular secondary school during the regular school day and year; (R.14)

Policy 6 – Education Finance (EDFI)

6.1. Government Funding

It is the policy of OSSTF/FEESO that:

- 6.1.2. there should be dedicated and transparent funding from the Ontario Government for support staff positions at all publicly funded Ontario Universities and Colleges;(A.14)
- 6.1.3. there should be increased, sustainable, and transparent funding from the Ontario Government for all publicly funded Universities and Colleges; (A.14)

Policy 7 – Educational Issues (EDIS)

7.1. Goals of Education

It is the policy of OSSTF/FEESO that:

- 7.1.1.1. understand and challenge human rights violations such as sexism, racism, homophobia and harassment and other forms of such injustice including violence; (R.14)
- 7.1.1.3. choose an appropriate career path; (R.14)

7.5. **Implementation and Delivery**

It is the policy of OSSTF/FEESO that:

7.5.2. the Ministry of Education should provide, along with curriculum policy, appropriate course profiles, adequate funding for texts and other learning resources in both official languages, and appropriate professional development well in advance of the date of implementation; (R.14)

7.5.6. the Prior Learning Assessment and Recognition (PLAR) program for regular day school students other than mature students should be withdrawn; (R.14)

7.8. **Professional Development**

7.8.3. all Members should be released from their work for at least one academic term every 7 years in order to participate in professional development activities; (R.14)

7.8. **Professional Development**

7.8.5. the Ministry of Education and employers should provide adequate funding, resources, preparation time and in-service opportunities during work hours to support any Ministry of Education or employer initiative which references a specific methodology or technology; (A.14)

7.9. **Student and Parent Rights and Responsibilities**

7.9.5. all Ontario employers who are covered by the provisions of the Occupational Health and Safety Act and who hire student employees on a part-time or casual basis should exercise their duty to provide information, instruction and supervision to protect the health and safety of those employees in the same manner as if they were regular full-time employees; (R.14)

7.9. **Student and Parent Rights and Responsibilities**

7.9.6. all Ontario students should have access to gender neutral washrooms in their places of learning; (A.14)

7.9.7. Ontario students should have the right to use washrooms that co-relate with their identity and/or expression; and (A.14)

7.10. **Alternative Education**

It is the policy of OSSTF/FEESO that:

7.10.1. students in alternative education programs/ schools should have access to the same resources, services and supports as students in the mainstream regardless of the number of students and/or location of the alternative education centre. (A.14)

7.13. **Co-operative Education**

It is the policy of OSSTF/FEESO that:

- 7.13.1. the identification of potential placements and the placement, supervision and evaluation of students should be the responsibility of the co operative education teacher; (A.14)

7.15. **Teacher Qualifications and Training**

- 7.15.3. Ontario faculties of education should include in their teacher education pro-grams the study of students at risk as mandatory course work; and (R.14)

7.16. **Junior High Schools and Intermediate Division**

It is the policy of OSSTF/FEESO that:

- 7.16.1. secondary education should encompass programs from grades 7 through 12; (R.14)

7.19. **Electronic and Distance Education**

- 7.19.3. the Ministry of Education should develop clear indicators for evaluating the quality of secondary school credit courses offered online; (R.14)
- 7.19.5. the Ontario Secondary School Literacy Course should not be offered as an online credit course; (R.14)

7.20. **First Nation, Métis and Inuit Education**

It is the policy of OSSTF/FEESO that:

- 7.20.1. the teachings of First Nation, Métis and Inuit peoples (their culture, history, science and technology) should be integrated across the curriculum and at all grades; (A.14)
- 7.20.3. professional development programs should be provided about the authentic historical experiences of First Nation, Métis and Inuit people from their perspective; (A.14)
- 7.20.4. appropriate instructional resources to support the inclusion of the teachings of First Nation, Métis and Inuit peoples should be provided; (A.14)
- 7.20.5. the Federal government should fully fund a second official language instruction (ESL/FSL) for First Nation, Métis and Inuit students that require such instruction; (A.14)
- 7.20.6. any form of standardized testing to assess First Nations, Métis and Inuit students should accommodate their linguistic and cultural understandings; (A.14)
- 7.20.7. the provincial and federal levels of government should provide stable funding to First Nations, Métis and Inuit language and culture education pro-grams; (A.14)

7.20.8. funding should be provided by government to programs for First Nations, Métis and Inuit to become qualified in various educational professions; (A.14)

7.20.9. where it does not violate seniority rights, or any other provision of a collective agreement, senior Native Studies courses should be taught by those who hold qualifications to teach Native Studies; and (A.14)

7.20.10. Native Studies qualification courses should be widely available. (A.14)

7.21. **School Councils**

It is the policy of OSSTF/FEESO that:

7.21.1. school councils should be optional; (R.14)

7.21.2. school councils should be advisory; (R.14)

7.21.3. school councils should have no involvement in the evaluation, hiring, firing or promotion of any school personnel; (R.14)

7.21.4. school councils should not be obliged to raise funds for schools; (R.14)

7.21.5. school councils should avoid activities that would result in commercialization of schools; (R.14)

7.21.6. school councils should advocate for quality and diversity of school pro-grams; and (R.14)

7.21.7. councils should advocate for the interests of all students in the school. (R.14)

7.22. **Character Education**

It is the policy of OSSTF/FEESO that:

7.22.1. if character education programs are implemented in Ontario schools, adequate funding should be provided to district school boards and other employers for planning, resources, staff development during the school day, and release time to research and introduce and run the programs. (R.14)

7.25. **Professional Judgment**

It is the policy of OSSTF/FEESO that:

7.25.1. new pedagogical tools and/or techniques should be used at the discretion of the educational worker; (A.14)

7.25.3. with the exception of technologies pre-scribed for students through an IEP, the use of any technology in the classroom or learning environment should be at the professional judgment of the member; (A.14)

Policy 8 – Communication/Political Action (CPA)

8.4. **Global Priorities**

It is the policy of OSSTF/FEESO that:

- 8.4.1. an immediate commitment to the elimination of poverty, violence against women, human trafficking for the purposes of exploitation, illiteracy, malnutrition, disease and homelessness, wherever possible; (A.14)

8.7. **Rights of Women and Girls**

It is the policy of OSSTF/FEESO that it is a fundamental human right for women and girls:

- 8.7.1. to have access to at least 12 years of quality, publicly-funded education; (A.14)
- 8.7.2. have freedom of choice about their reproductive health; (A.14)
- 8.7.3. to have unrestricted, publicly funded access to all medical treatments related to their health; and (A.14)
- 8.7.4. to have freedom of choice without pressure from individuals, government or religious authorities. (A.14)

8.5. **Federal/Provincial Government**

It is the policy of OSSTF/FEESO that:

- 8.5.1. the Ontario Workplace Safety and Insurance Act should be amended so that the psychological and/ or physical effects of workplace bullying are compensable in a manner comparable to any other recognized workplace injury; (R.14)
- 8.5.2. regulations should be enacted under the Occupational Health and Safety Act to address acts of workplace violence including physical or psychological violence or bullying in the workplace; (R.14)

Policy 9 – Pensions (PEN)

9.1.2. **Pension Credits for Non-Salaried Members**

It is the policy of OSSTF/FEESO that:

- 9.1.2.1. for pension purposes only, Members employed in education who are paid at an hourly rate and who contribute to the OTPP should receive one day of credit in the OTPP for each 5 hours of employment; and (R.14)
- 9.1.2.2. for pension purposes only, teaching 7 Ontario Secondary School credits in a continuing education program should earn one year of credited service in the OTPP. (R.14)

9.2. **General**

It is the policy of OSSTF/FEESO that:

- 9.2.2. pension plans to which OSSTF/FEESO members contribute should not invest in companies that contribute to killing, torture, deprivation of freedom, or other violations of human rights; (A.14)
- 9.2.3. the Canada Pension Plan should be expanded as outlined by the Canadian Labour Congress; and (A.14)

Policy 10 – Educator Associated Organizations (EAO)

10.3. Private Schools

It is the policy of OSSTF/FEESO that:

- 10.3.2. a student's transcript should indicate when a secondary school credit has been awarded by a private school, including the name of the school. (R.14)

11.5. **Insurance**

It is the policy of OSSTF/FEESO that:

- 11.5.1. Ontario should establish a system of public auto insurance. (R.14)