

Teacher Labour Disputes

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Tips and advice for Home & School Members:

- Other employee groups may be instructed not to intervene/cross lines: this is good advice for parents as well.
- Do not involve children in taking sides: students need to develop and maintain a positive relationship with their teachers.
- Use this situation as an opportunity for you and your children to learn about the history of the labour movement.
- Be patient and understanding. It is important not to jeopardize relationships over a temporary problem.

As Home and School members we work to foster co-operation between the home and the school in order to obtain the best school experience possible for each student. Unfortunately, there are situations which arise that are out of our control. A teacher/school staff labour dispute is one such situation. No one is happy when labour disputes disrupt the education system. OFHSA members often wonder what direction/action they should take during such times.

Parents want what is best for their children and, because of that, may find it easy to be drawn into the conflict. The main objective of OFHSA members is to make all parties aware that the welfare and education of students is the most important focus of the education system.

Several Things You Must Keep In Mind

- Parents should always be advocates for the students.
- Parents should ask that all sides focus on the students. It is clearly not in the best interests of the students that their education be disrupted.
- Parents must take a neutral position between protagonists. It is virtually impossible for parents to know what is going on at the bargaining table or to have a crystal clear understanding of the bargaining process.
- Parents must guard against being taken advantage of by either side.
- Parents have the right to demand that the issues be resolved quickly.

It is the policy of the Ontario Federation

- That the terms and conditions of employment of teachers be negotiated by both trustees and teachers. (1992)
- That after a reasonable recognized period of negotiating time has expired, and no later than 60 days after ceilings and grants have been announced by the Minister of Education, settlement between school boards and teachers' federations should be by final offer selection or compulsory binding arbitration, the method to be selected by both parties in common or, failing that, by the Minister (1992)
- That OFHSA support binding arbitration beginning immediately following unsuccessful mediation between School Boards and their Teachers' Federations (1995)

