



REPORT TO

REGULAR BOARD

NEGOTIATION PROCEDURES POLICY HM.39

Not only so, but we also glory in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope.

Romans 5:3-4

Drafted	Meeting Date
December 22, 2022	January 26, 2023
Lynda Coulter, Executive Superintendent of Human Resources, Leadership and Equity Stephanie Obradovich, Senior Legal Counsel	

RECOMMENDATION REPORT

Vision: *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne
Director of Education

Adrian Della Mora
Associate Director of Academic
Affairs & Chief Operating Officer

Derek Boyce
Associate Director of Corporate
Services and Chief Commercial Officer

Ryan Putnam
Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

This report recommends some revisions to the Negotiation Procedures Policy - HM 39.

The cumulative staff time required to prepare this report was 2 hours

B. PURPOSE

This Recommendation Report is on the Order Paper of the Regular Board as it recommends policy amendments.

C. BACKGROUND

1. The *School Boards Collective Bargaining Act 2014* introduced in or around 2014 governs the procedures around both local and central collective bargaining.
2. The Board of Trustees must continue to be informed of the status of local and central bargaining and to consider tentative central and local agreements for ratification.
3. Recommendations in this report were reviewed at the January 10, 2023, meeting of the Governance and Policy Committee.

D. EVIDENCE/RESEARCH/ANALYSIS

4. The *School Boards Collective Bargaining Act 2014* greatly reduced the scope of local bargaining which no longer includes monetary items. All monetary items are now negotiated at the central table with OCSTA as the representative for all English Catholic School Boards including TCDSB.
5. The Board's Ad Hoc Labour Relations Committee shall establish a mandate for each round of local bargaining and receive regular updates from administration regarding the status of local and central bargaining.
6. Administration will bring forward for ratification all tentative central and local agreements to the Board for ratification.

E. METRICS AND ACCOUNTABILITY

7. The Director of Education through the Executive Superintendent of Human Resources, Leadership & Equity will monitor central and local negotiations and provide updates, as appropriate, to the Ad Hoc Labour Relations Committee.

F. GOVERNANCE & POLICY COMMITTEE RECOMMENDATION

The Governance and Policy Committee recommends that the Negotiation Procedures Policy - HM 39, attached as **Report Appendix A**, be received as amended.