

OSSTF/FEESO Model Language: Job Security
Updated: 2022

CORPORATE INTRUSION: PROTECTING AGAINST THE OUTSOURCING OF WORK

Preamble: these suggestions come as a result of the upscaling impact of corporatized learning via privatized credit mills and TVO.

Issue: so long as it remains lawful for students to obtain credits through institutions alternative to the public education system, and it remains the prerogative of students enrolled in public schools to obtain credits elsewhere, the potential for locating advocacy within collective agreements – which binds only the employment relationship between public school board employers and their employees – may be limited.

Notwithstanding that, the focus of language could seek to incorporate / enhance job security protections, guarantee access to information, and expressly prohibit any promotion of outsourced credits within collective agreements.

Obtaining credits from private institutions undermines public education and can result in the loss of funding, impacting member jobs.

We should be discouraging this practice whenever possible, and obtaining data regarding the practice will help establish the scale of the problem in each local and guide responses. It is in the interest of both public school boards and their workers to minimize credits obtained from outside entities, and the parties should endeavor to work together to this end.

Protected Complement

There is a volatile impact which outsourced credits, namely those obtained by students through private institutions or TVO, can have on the public school system and staffing complements.

XX.01 The overall protected complement is equal to the FTE number (excluding occasional positions) as of *[date most advantageous to the bargaining unit]*. The FTE number is to be agreed to by the parties through consultation at the local level. Appropriate disclosure will be provided during this consultation.

XX.02 The employer shall maintain its Protected Complement.

XX.03 *[Locals may want to consider specific language/processes with respect to surplus, recall, bumping/displacement, transfers, and increases in entitlement should the implementation of the protected complement result in the need to hire.]*

Restrictions on the Promotion of Credits Outside of Publicly-Funded School Boards in Ontario

- XX.01 The employer recognizes the importance of the work of public school employees, and covenants to not undermine the integrity of the public school system.
- XX.02 The employer shall not promote or facilitate students' pursuing school credits outside of publicly-funded school boards in Ontario.
- XX.03 The employer shall direct bargaining unit members to refrain from promoting or facilitating the pursuit of credits outside of publicly-funded school boards in Ontario.

Monitoring and Discouraging Credits from Private Entities

Credit Retention Committee:

- XX.01 The Employer shall establish a joint "Credit Retention Committee" with equal representation of the Employer and the Union. The purpose of the Committee will be to monitor the number of credits delivered by entities external to the Employer, and to devise and effect strategies to maximize the number of full-time students enrolled in the public system.
- XX.02 The Committee shall:
 - a) Meet twice per year, and as requested by either party.
 - b) Collect and review information about credits obtained by students from outside entities.
 - c) Analyze the impact of credits obtained from outside agencies on school and board Average Daily Enrolment (ADE).
 - d) Make recommendations on ways to maximize the number of delivered within the school board.