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Stand Up. Stand Strong. Stand United.

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**Ontario Secondary School Teachers' Federation**  
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## **Stand Up. Stand Strong. Stand United.**

OSSTF/FEESO 2012

Strategic Bargaining Readiness Plan

**The list of strategies and actions outlined below is not meant to be exhaustive. The plan is designed to be flexible and strategic in order to produce the best results for members.**

**Implementation of individual actions in the Strategic Bargaining Readiness Plan will be strategically determined by the Provincial Executive at the appropriate time.**

## **Strategies and Possible Actions**

### **Engage our Leaders:**

- \* • Continue regular meetings (including phone conferences) between the Provincial Executive, staff (as required) and local leaders
- \* • Meet with Ad Hoc Advisory Groups, and Bargaining Unit Presidents, Chief Negotiators and members of the provincial Collective Bargaining Committee
- \* • Prepare for local bargaining—provide backgrounders, data to bolster local priorities and additional support to local leaders
- \* • Ask leaders to stay in contact with their affiliate counterparts to monitor local developments and keep possibilities open for working together
- \* • Monitor and track employer staffing decisions
  - Monitor board budget process—be visible at Board meetings
  - Membership strike votes

### **Educate and Inform the Membership:**

- \* • Hold general membership meetings
- \* • Collect members' personal e-mail addresses
- \* • Provide bargaining bulletins on a regular basis
- \* • Publish Collective Bargaining Bulletins
- \* • Publish articles in *Update* and *Forum*
- \* • Educate our members on key Collective Agreement items
- \* • “Debunk Drummond” by using research data from the CCPA and share in bargaining bulletins, *Update* and short messages to members
  - Design template posters which can be used in worksites and schools

- Create a public education-positive ad emphasizing the importance of the presence of adults in our schools and referring to public education as our most important fundamental resource; premiere the ad at AMPA; post the ad on our Provincial website and on our YouTube Channel; provide all locals with a DVD copy of the ad; provide all districts with the required YouTube coding to allow them to host the video on local sites using YouTube
- Utilize Facebook and Twitter to enhance our communications strategy as appropriate by having members share OSSTF/FEESO information
- \* • Produce short video messages from the President
  - Create and distribute political buttons
  - Create bumper stickers/window clings
- \* • Facilitate broad participation by the membership at the OFL April 21 Day of Action Rally at Queen's Park and other rallies, as appropriate

### **Educate and Inform the Public:**

- \* • Implement a media strategy
  - Create public education-positive ads
- \* • Publicize positions from other organizations that are similar to ours

### **Provincial Executive Actions:**

- Withdraw from the PDT process
- • Implement appropriate legal challenges—preparatory stages
- \* • Meet and communicate with the other education unions, OPSBA and any other employee or employer groups where appropriate
- \* • Withdraw from all provincial level ministry partnerships and consultations
  - Place Bargaining Units under Provincial Responsibility for Negotiations

### **Mobilization of Members:**

- Withdraw from Liberal Party functions
- Request members to withdraw their membership from the Liberal Party and send their membership cards back to the local riding associations, accompanied by a letter explaining why they have withdrawn their membership
- Implement letter writing, post card and e-mail campaigns
- Coordinate rotating, organized rallies at designated Liberal MPP offices with all major education unions (AEFO, CUPE, ETFO, OECTA) wherever possible
- Lobbying Part I – Conduct targeted lobbying with local Liberal MPPs
- Lobbying Part II – Conduct a broad lobby to include any and all MPPs within the Liberal Party
- Lobbying Part III – Expand the lobbying to include the NDP MPPs
- Utilize other coalition partners

### **Collective Action:**

- Withdraw from all local level voluntary board and ministerial initiative partnerships and consultations
- Establish information pickets at public employer meetings (i.e. Board of Trustee meetings)
- Prepare for and engage in local bargaining
- Queen's Park Lobby Day May 2, 2012
- All membership vote to show support for actions that may need to be taken on a province-wide basis
- Selective service withdrawal sanction
- Progressive province-wide selective services withdrawal
- Rotating one day strikes
- Strategic local strikes
- Full membership strike

\* Actions already undertaken

→ Preparation