



# **New Members' Event**

**Tuesday, November 1, 2022**

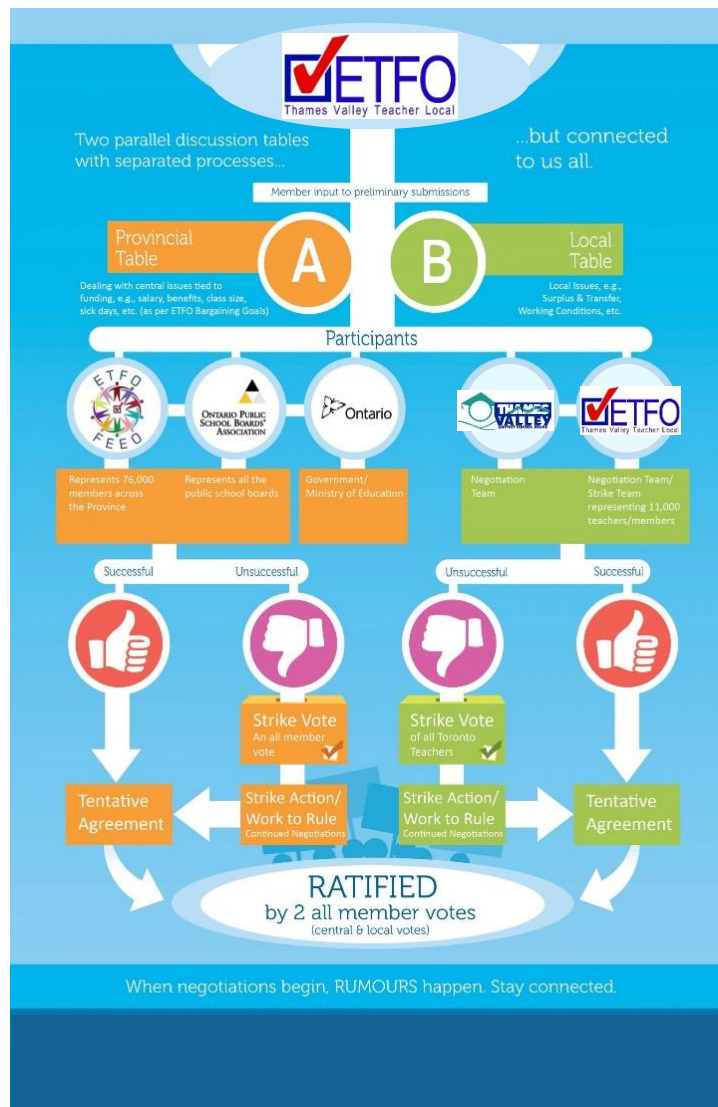
**What is a Collective Agreement and What  
Does Collective Bargaining Look Like?**

*Michael Thomas, First Vice President*

*Mark MacLeod, Chief Negotiator / Grievance Officer*

*ETFO Thames Valley Teacher Local*

# Collective Bargaining Process



# Local Collective Bargaining Process



# What is a Collective Agreement?




**Collective bargaining** is the process by which a group of employees bargain as a unit (like a Union) with their employer around wages, hours, benefits and other terms and conditions of employment.

The end goal of collective bargaining is a contract with the employer about those terms. That contract is called a **Collective Agreement**.

# Why the Collective Agreement Matters

## WHAT'S REALLY PROTECTING YOU?

Some think the law protects everyone in Ontario equally, so collective agreements are no longer necessary. Think again. The *Employment Standards Act* includes exemptions that result in fewer protections at work for teachers and occasional teachers. ETFO collective agreements correct this inequity created by legislation.

Employment Standards Act		ETFO Collective Agreements
✗ Teachers and occasional teachers are NOT entitled to minimum wage.		✓ Your collective agreement ENSURES a salary that reflects your professional status.
✗ Teachers and occasional teachers are NOT entitled to breaks.		✓ Your collective agreement ENSURES you get prep time to support your teaching.
✗ Teachers and occasional teachers are NOT entitled to a lunch period.		✓ Your collective agreement ENSURES you get daily lunch breaks.
✗ Teachers and occasional teachers are NOT entitled to public holidays.		✓ Your collective agreement ENSURES you don't have to work on public holidays.
✗ Teachers and occasional teachers are NOT entitled to limits on hours of work.		✓ Your collective agreement ENSURES there are limits to instructional and supervision time.
✗ Teachers and occasional teachers are NOT entitled to the same personal leave provisions as other workers.		✓ Your collective agreement ENSURES you have access to personal leave days.

**OUR Union**  
**OUR Values**  
**OUR Profession**  
ETFO Collective Bargaining 2014



ETFO  FEED

**YOUR COLLECTIVE AGREEMENT PROTECTS YOU, EVEN WHEN THE LAW DOESN'T.**

**That's why your support for ETFO when it bargains strong collective agreements is so important.**

To find out more about ETFO's 2014 round of bargaining visit: [etfocb.ca](http://etfocb.ca)