

Collective Bargaining Committee (CBC)

Terms of Reference

1. The Collective Bargaining Committee (CBC) has as its primary responsibility the task of bargaining on behalf of the members of HWOTL under the Education Act and the Labour Relations Act of Ontario.
2. The CBC acts as the bargaining agent of the Elementary Teachers' Federation of Ontario (ETFO).
3. Bargaining as outlined above in paragraph I, on behalf of the members is framed in the context of mutual respect between the employer and the employees (membership) to:
 - a) guarantee working conditions and where possible improve them,
 - b) negotiate real salary increases,
 - c) protect existing benefits and where possible improve them, and
 - d) follow the direction of the membership with regard to prioritizing issues.
4. The CBC will:
 - a) follow the policies and principles of ETFO with respect to negotiations,
 - b) survey the membership in order to determine bargaining issues of importance to the members,
 - c) recommend to the Executive of HWOTL the appointment of the Chief Negotiator,
 - d) recommend to the Executive of HWOTL such steps as are necessary to fulfill all steps required with regard to negotiations under the Labour Relations Act of Ontario,
 - e) gather and organize information for the preparation of all necessary submissions, which shall be reviewed by ETFO prior to any negotiations,
 - f) organize any related meetings necessary to keep the membership informed and to fulfill any legal requirements of the bargaining process.
 - g) recommend a Table Team to the HWOTL Exec. And ETFO and
 - h) recommend to the current executive that

- i. members of the CBC and the Table Team are to be compensated for their time
- ii. keep the HWOTL Executive informed of such within appropriate Budgeting guidelines established by HWOTL and ETFO

For further information, contact the Grievance Officer at our office (HWOTL) at 905-547-7221.

Our current collective agreement (along with other member-only information) is located in secure services on our website.