

Grievance

Annual Committee Report

Committee Members:

Pete McKay (TSU, Executive Liaison), Christina Nisan (Chair), JoAnne Maher, Andrea Saunders, Maria Andriano, Lisa Cicinelli

Meetings: Bi-Monthly meetings

The committee met to review and apply its mandate.

Terms of Reference: Grievance Committee

- a) to function in accordance with the collective agreement;
- b) to aid members by counseling and to assist members in grievance procedures;
- c) to conduct surveys and request input from members regarding contract observance in order to monitor the collective agreement;
- d) to hold in-services for TSU Teacher Representatives and/or other interested TSU members concerning the administration of the collective agreement.
- e) to meet as needed;
- f) to assist the President and the Grievance Officer with the research required in preparing for a grievance;
- g) to report to the membership by means of a newsletter, the number, status and contractual issues of ongoing grievances and where possible, a summary of all settlements in accordance with the follow principles:
 - (i) that all grievances be undertaken with the understanding of the “preferred option” of publishing the details for the benefit of the membership.
 - (ii) that with the initiation of a grievance, a summary of the substantive issues of the grievance be published in a newsletter with the understanding that the summary may be generic, partially generic or specific according to the professional discretion of the Grievance Committee.

(iii) that the committee publish in a newsletter, a statistical summary of all grievances outstanding, initiated, dropped, resolved and arbitrated as of September of the current school year.

(iv) that in the case of grievances which have been arbitrated or otherwise resolved, that the Grievance Committee publish a summary of the judgment in the next edition of a newsletter and that it be understood that this summary may be generic, partially generic or specific according to the professional discretion of the Grievance Officers Committee

Activities:

This year, the grievance committee comprised of mostly new members. As a result, the first few meetings were to allow for all the members of the committee to better understand the grievance process, terminology etc. This process was invaluable to the members as many are beginning teachers.

For both semesters, the grievance committee presented a short presentation about grievances and grievance process to new teachers during the information night prepared by the beginning teacher committee.

Goals:

Our goal this year was to educate teachers about the grievance process. Many teachers, new and seasoned are not very clear what qualifies as a grievance and as a result may not come forward with a complaint. We thought we would start with educating new teachers. We did this by presenting to new teachers at the Beginning Teachers info night.

Action towards goals are currently suspended due to Covid-19 Pandemic.

Recommendations:

That members of next year's grievance committee have the opportunity to attend the OECTA Grievance Officers' Seminar.

That members of the Grievance Committee be given the opportunity to attend the Leadership Program held by OECTA.

Continue to educate and compile and communicate data on the status of Grievances to the membership.

Further engage the committee in grievance research on policy grievance.