

**Proposed Bargaining Goals for the ETFO Toronto**  
**Occasional Teachers' Local**  
(Preliminary Submission Highlights)

Be it resolved that the collective bargaining goals\*\* of the ETFO Toronto Occasional Teachers' Local be:

**1. Compensation**

- Timely receipt of payment
- LTO threshold reduction
- Daily OT experience credit for TDSB contract teaching
- Teaching experience transfer
- Report card assistance time paid at LTO rate (if LTO ends early)
- Pay for Board called meetings
- Meetings only during school day
- Graduated termination notice based on length of LTO (currently 5 days for all)
- PA day compensation
- Natural disaster/quarantine compensation
- Overpayment retrieval restrictions

**2. Improvements to Working Conditions**

- Additional miscellaneous day qualifiers
- Improvements to notice for cancelled OT assignments
- Language for greater administrative support for OTs
- Sunset clause revision
- Required resources and services to stay the same as scheduled
- Access for detailed OT assignment information package
- Identification badges
- OT language for travel allowances

### **3. Health and Safety**

- Harassment, discrimination, sexual harassment statement
- Health and Safety Reporting administration accountability
- Occupational Health and Safety Act

### **4. Benefits**

- Decrease in qualifying days for Board co-pay benefits
- Increase of Board co-pay amount for benefits
- Improvements to compensation for daily OTs while on suspension due to an investigation

### **5. Other**

- EI hour allotment improvement

**\*\*This list represents the initial position of the Local and is subject to change during the course of negotiations**