




Hamilton

INFORMATION REPORT

TO:	Chair and Members Emergency and Community Services Committee
COMMITTEE DATE:	February 20, 2020
SUBJECT/REPORT NO:	School Board Labour Disruption (HSC20011) (City Wide)
WARD(S) AFFECTED:	City Wide
PREPARED BY:	Jessica Chase (905) 546-2424 Ext. 3590
SUBMITTED BY:	Grace Mater Director, Children's Services and Neighbourhood Development Division Healthy and Safe Communities Department
SIGNATURE:	

COUNCIL DIRECTION

Not Applicable

INFORMATION

School boards are represented by a variety of employee unions which are currently in contract discussions with the Government of Ontario. The employee unions that are currently in negotiations include:

- Elementary Teachers Federation of Ontario (ETFO)
- Ontario Secondary School Teachers Federation (OSSTF)
- Ontario English Catholic Teachers Association (OECTA)
- L'Association des enseignants et des enseignants franco-ontariens (AEFO)

As a result, all four school boards in Hamilton are impacted by labour action. This includes the following boards:

- Hamilton-Wentworth District School Board (HWDSB)
- Hamilton-Wentworth Catholic District School Board (HWCDSB)
- Conseil scolaire catholique MonAvenir (French Catholic school board)

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OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

- Conseil scolaire Viamonde (French public school board)

To date, each union has been engaged in a full withdrawal of service on a rotating basis, in addition to administrative job action. Schools have been closed to students on these days. Each union is required to provide five days notice of a full withdrawal of service.

Children's Services and Neighbourhood Development Division staff have been working closely with school boards and child care/early years operators to put in place contingency plans in response to job action. The following chart outlines the impacts on licensed child care, before and after school programs and EarlyON Child and Family Centres located in schools.

Licensed Child Care (birth to 3.8 years of age)	All existing full-day licensed child care programs are continuing to operate in schools. Subsidies have not changed for families receiving child care fee subsidies.
Licensed Before and After School Programs (3.8 to 12 years of age)	Existing licensed before and after school programs are continuing to operate in schools. If a school is closed to students, these programs have extended their hours to include the full school day, while consolidating into fewer school locations. For families that currently receive child care fee subsidies, the subsidy has increased to cover extended hours (i.e. similar to PA Day). Child care subsidies are not available for new families at this time and programs have a limited ability to accept new families during job action.
EarlyON Child and Family Centres	All EarlyON Child and Family Centres in schools are continuing to operate.

City staff are continuing to keep operators and families updated through a variety of communication channels.

As a result of job action, there may be some financial impacts on the Children's Services and Neighbourhood Development Division operating budget. Staff are monitoring these impacts closely and have advised the Ministry of Education of the potential impact.

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