The New World of Disability Management, Accommodation and Sick Leave - Michael Hines, Hicks Morley
- Timing and context of each situation are factors in the returning to work/accommodation
- Balance between employee’s right to privacy and employer’s right to manage the work place
- New role of memorandum/minutes of settlement (MOS)
- Generally there has been an increase in absenteeism and the costs for supply workers has increased
- AMP must be administered in compliance with collective agreement
- Working with the employee to solve their attendance issue is key
- Accommodation starts with ‘needs’ of employees, not ‘preferences’

The Impact of the First Collective Agreements under the SBCBA - Peter Simpson, Dispute Resolution Services and Assistant Deputy Minister, Labour Relations Solutions Division
- The impact of the labour relations is up to all of us – simply put, no one should have to go through it again as it occurred this time
- OPSBA needs to examine how it as an organization can contribute to improving the process moving forward
- The ‘theatre’ of collective bargaining is no place for political axe grinding by any of the parties involved
- Collective bargaining should be ‘scheduled maintenance’ i.e., everyone should know what is coming; for example, get rid of the ‘shock and awe’ of exchange of briefs process; have a continued dialogue about collective bargaining rather than the big dramatic moment; use labour-management committees to implement this concept and have a conversation prior to actual bargaining
- Try not to get bogged down in ‘negotiating negotiations’, just do it, i.e., shouldn’t have to bargain logistics of where bargaining is going to happen; how bargaining is going to happen in regards to sequencing; whether bargaining happens on weekends, etc.
- Unintended outcomes from decisions created operational issues
- Begin bargaining with the understanding that ‘these were good jobs before we started bargaining, they will be better jobs after bargaining’ and leave the rest to the bargaining table
- Communications plan needs to be in place and operational from the beginning

**Feedback on the SBCBA – Panel presentation and discussion**
- Collective bargaining should be done in the background and the students should be and are the focus
- Collective agreements are not about pedagogy, they are about working conditions
- Presentation of some of the nuances of the particular table composition
- Time consumed by central local split decisions created confusion
- Communication output requires planning and adjustment in preparation for next negotiations
- Feedback provided on legislative and operational changes for improvement
- Moving forward, the relationship building needs to happen between rounds of bargaining

**The Honourable Liz Sandals, Minister of Education**
- Provided remarks regarding the collective bargaining process from the perspective of the government and answered some questions from the audience
- Emphasized that we can learn from the process that was implemented and what we all experienced during that process

**Local Bargaining Under the SBCBA – Panel presentation and discussion**
- Three key areas impacted by SBCBA
  - Scope of bargaining
  - Sanctions
  - Span of control
- Challenge for all was in understanding and adapting to the new framework
- Key considerations moving forward –
  - understanding everyone’s roles
  - communications – who, what, when, how
  - scope of bargaining – identifying local vs. central
  - the bargaining process
  - managing relationships

**General Observations**
- Much can be gained by careful and thoughtful examination of the SBCBA at both the local level (school board) and central table (OPSBA)
- Relationship building must occur before the next round of bargaining