
The Teachers' Federation Act, 2006 grants to the Saskatchewan Teachers' Federation the authority to receive and review collective interests complaints regarding the conduct and practices of its members.

COLLECTIVE INTEREST COMPLAINTS PROCESS REGARDING STF MEMBERS

Federation members include all teachers, as defined in *The Education Act, 1995*, which includes principals, vice-principals, and various other positions requiring a teaching certificate in a PreK-12 Catholic, public or Francophone school in Saskatchewan, as well as those teachers working in the Saskatchewan Distance Learning Centre.

To initiate a professional complaint regarding a member of the Federation, please complete, print and sign this form and forward it to:

Saskatchewan Teachers' Federation
Attention: Executive Director
Professional Complaints Process
2317 Arlington Avenue
Saskatoon, SK S7J 2H8

If you have any questions or require assistance to complete this form, please contact the Federation at 1-800-667-7762 or 306-373-1660 in Saskatoon.

Upon receipt of the completed form, the Federation will:

- Contact the complainant to help determine an appropriate course of action. Appropriate courses of action may include directing the complainant to processes with the school division or the local association.
- Open a professional complaints file if the complainant wishes to proceed.
- Send a letter of acknowledgement to the complainant(s).
- Send a letter and a copy of the complaint to the teacher who is the subject of the complaint.
- Notify the subject of the complaint that they may provide a written response to the complaint within 20 calendar days.
- Forward a copy of the complaint, the written response (if provided) of the individual named in the complaint and any relevant information to the Federation's Professional Complaints Committee to initiate a professional complaint review.
- Following the review and any subsequent proceedings held, the Federation will send letters to inform the complainant and the teacher who is subject of the complaint of the status of the complaint and any subsequent proceedings.

Please Note:

The STF Professional Complaints Committee process is for the initial review, investigation and response to substantial complaints that, if proven, breach the Code of Collective Interests.

Once the complaint has advanced past the initial review by the PCC, the complaint can no longer be withdrawn and must be concluded via the appropriate process as recommended by the PCC and so ordered by the STF Executive.

COMPLAINANT(S) INFORMATION

Name(s)

Address

Email Address

City/Town

Province

Postal Code

Phone

TEACHER INFORMATION

Note: If making a complaint against multiple teachers, a separate form must be completed for each teacher. Complaints naming a group will not be processed.

Name

School

School Division

Email Address

Phone

Please check if the following action has been taken to address your concern:

☐ Discussed my concern with the teacher.

Conduct contrary to the collective interests of teachers may include, in addition to a breach of the STF Code of Collective Interests, any of the following:

Pursuant to Section 36 (Limitation on teacher representation) of *The Teachers' Federation Act, 2006*:

☐ Unless previously authorized by the executive, no local association shall make representations to the government or any member of the government, or bargain with the ministry with respect to matters affecting the teaching profession or involving a change in educational policy.

Pursuant to Section 37(1)(c) (Collective interests of teachers) of *The Teachers' Federation Act, 2006*:

☐ A member bargaining on his or her own behalf or acting, on matters affecting other members, in a manner inconsistent with the bylaws made pursuant to [Part VII of *The Teachers' Federation Act, 2006*].

Pursuant to STF Bylaw (Collective Interests), these are the collective interests of Saskatchewan teachers, expressed as commitments made by assuming the duties of a professional teacher within Saskatchewan's publicly funded public education system. Please mark if you believe any of the below have been breached:

Commitments to the Profession

- ☐ 7.2.1 Apply for an available position on the basis of the member's highest professional qualifications .
- ☐ 7.2.2 Neither apply for nor accept a position with an employer during a period in which the Federation has declared that a dispute exists between the Federation and the employer.
- ☐ 7.2.3 Undertake to perform as a condition of employment only those duties required by statute.
- ☐ 7.2.4 Adhere to all terms of a contract of employment until it is legally terminated.
- ☐ 7.2.5 Participate actively in Federation affairs at both the provincial and local levels, and work towards necessary or appropriate changes in STF policy and bylaw.
- ☐ 7.2.6 Respect those decisions made by elected representatives of the profession in fulfillment of their duties and responsibilities.
- ☐ 7.2.7 Respect the collective bargaining process as the appropriate means to determine all conditions of employment.
- ☐ 7.2.8 Participate in legal sanctions requested by the bargaining unit following a vote of the membership.
- ☐ 7.2.9 Adhere to all terms of applicable collective agreements.

As per Bylaw 7.5.7 conduct contrary to the collective interests of teachers shall include:

Notwithstanding 7.5.1, conduct contrary to the collective interests of teachers shall include:

- ☐ (1) Providing services to an employer during lawful sanctions except for situations where:
 - ☐ a) Providing services has been authorized by the body that has imposed the sanction(s), or
 - ☐ b) The member has a sincerely held religious belief which prevents participation in lawful sanctions.
- ☐ (2) Negotiating on ones own behalf for terms and conditions of employment.
- ☐ (3) Accepting a position with an employer during a period in which the Federation, by resolutions of the STF Executive, has declared that a dispute exists between the employer and the Federation.

In reference to the STF Code of Collective Interests, at the end of this document, provide a clear description of the matter for which you are filing a complaint. Include as much detail as possible in chronological order, including witnesses, dates and times, frequency of occurrence(s) and any steps you may have taken to resolve the matter at the classroom, school or school division level. Include the impact of effects the alleged behaviours have had on you or others.

Please include with this form any documentation to support your allegations – email communications, letters, texts, photos and/or screenshots of social media content.

Provide a brief and clear description of the concern(s) you have about the teacher named in the complaint:

If additional space is required, please attach pages that are numbered and signed to this complaint form.

Save

Print

Reset

SIGNATURE OF COMPLAINANT(S)

Signature(s)

X

X

X

Date

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(Day/Month/Year, e.g., 31 JAN 2000)