



April 8, 2011

Leslie Wolfe
OSSTF, District 12
Secondary Teachers' Bargaining Unit
1482 Bathurst Street, Suite 300
Toronto ON, M5P 3H1

BINDER COPY

Dear Leslie:

**Re: Step 2
Grievance 11 – 16 Policy Grievance: Health & Safety**

I am responding to grievance 11 – 16, dated February 25, 2011.

On a without prejudice and without precedent basis, the following resolution is proposed:

That each individual school/site establish a School/Site Workplace Assessment for Risk of Violence Committee and that an OSSTF member to be selected by the Bargaining Unit be a member of that committee.

That the School/Site Workplace Assessment for Risk of Violence Committee use the Workplace Risk of Violence Assessment document jointly developed and agreed upon by the members on the Workplace Violence Subcommittee of the Central Joint Health and Safety Committee in order to assess the individual school/worksites for risk of violence.

That the Board, as the employer, will develop measures and procedures to address risks identified in the assessments both at the system and school level. The union shall be provided this information through the Working Committee.

That the assessment for risk of violence be reviewed and reassessed at each school/site on an annual basis.

That information regarding a person with a known history of violence will be shared with the employees at a site as required by the Ontario Health and Safety Act.

That measures are taken by the Board to ensure that the worksite location of its employees is not shared with the public.

Please sign below and return this letter to me by April 21, 2011 to confirm that the grievance is hereby resolved.

Yours truly,
Kim Miller
Senior Manager
Secondary Teaching

I confirm that the grievance is hereby resolved.

Leslie Wolfe

Date