

OSBCC Conference Report

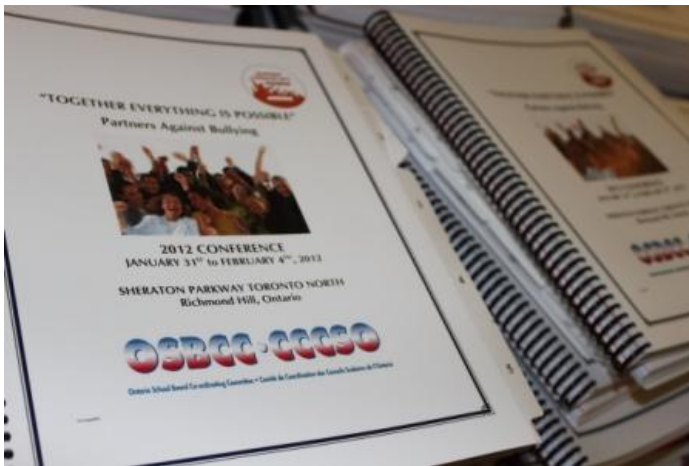
“Together, everything is possible”

WORDS FROM THE CHAIR

On behalf of our committee I would like to say a special thanks to all the delegates and staff in attendance. Your commitment to a united bargaining process and respectful discussion helped to make this one of our best conferences yet.

There is no doubt this will be a particularly challenging round of bargaining. There also is no doubt that our best chance of fighting concessions is by working together.

“Together, everything is possible!”



OPENING PLENARY

From January 31 to February 4, 2012, over 350 school board workers gathered in Richmond Hill, Ontario for the Ontario School Board Coordinating Committee's (OSBCC) annual conference. To kickoff the event, Toronto and York Region Labour Council President John Cartwright greeted the delegates followed by a word from CUPE Ontario Diversity Vice-President Joanna Webb and Veriline Howe the CUPE Ontario Diversity Vice-President representing Racialized Workers.

Terri Preston, OSBCC Chair, took the stage to welcome delegates and remind them of the busy year ahead. With the expiry of over 100 collective agreements in the school board sector later this year, more than 50,000 support staff will find themselves in negotiations with the provincial government. The focus of this conference was to work together to gather central bargaining proposals through debate and discussion.



Facing the ever-looming threat of privatization of public services and with the economy still in a fragile state, bargaining in 2012 promises to be difficult but we are up for the challenge. That means hard work and ensuring we stand together with a strong, consistent message.

CUPE Ontario President Fred Hahn greeted the delegates, touching on the importance of the services public workers provide in their community. He pointed out that when public jobs are eliminated, it is public sector workers who suffer the brunt of these cuts and pay for the government's financial woes.

He continued the session by moderating a Solidarity Forum where Ken Coran, president of the Ontario Secondary School Teachers' Federation (OSSTF) began

by saying that we need a strong central table – it is the role of the entire membership to be a part of the central bargaining process – but to also be mindful of the bargaining climate. The Provincial Discussion Table (PDT) is still a fairly new process and we should tread lightly. Most importantly, we must be ready to start negotiating in the next weeks.

Next up, Ontario Public Service Employees Union (OPSEU) Local 330 President Silvana Petersen spoke on the history of her local’s involvement at the central table and of the successes of her membership. She was followed by Kevin O’Dwyer, president of the Ontario English Catholic Teachers Association (OECTA) who highlighted the importance of working with allies and OECTA’S support of language contained in Bill 13 – legislation against bullying.



OSBCC Chair Terri Preston closed the forum by explaining that it took a lot of work to get to where we are now with the PDT – but that the process is still ongoing. With a fragile economy, and on the heels of the Drummond Report, we will face many challenges this round of bargaining. Membership expectations need to be clear: the wage increase will look a whole lot different this time around.

With the conference centre halls buzzing and delegates gearing up for a productive week, the evening concluded with the daily draw, as well as a 50/50 draw – a fundraiser set up for the duration of the conference to help out a local charity, the Richmond Hill Community Food Bank.

On Wednesday morning, Candace Rennick, secretary-treasurer of CUPE Ontario, addressed the delegates. Candace spoke of the Division’s solid financial position and the availability of financial support for the bargaining process in the coming year.



CENTRAL BARGAINING COMMITTEE REPORT

OSBCC Coordinator Brian Blakeley presented the delegates with the activities of the bargaining committee since it was elected in November.

Provincial Discussion Table (PDT) 2012

CUPE will agree to a Provincial Discussion Table process for bargaining with the Ministry of Education under the following conditions:

- Have an “employer” at law present the bargaining table who will bind all boards to agreements reached at the PDT, not having to bargain the same agreement 110 times.
- A commitment from the Ministry to provide real enforcement of any conditions or timelines contained in any agreement.
- A commitment from the Ministry to provide ongoing facilitation for any matters arising from an agreement.
- A commitment from the Ministry to provide logistical support to the bargaining process.

Proposals

After reviewing feedback from the last conference, the bargaining committee recommended separating the proposals into three (3) groups:

1. Items for discussion at PDT: tabled at 2012 PDT on behalf of all CUPE school board sector bargaining unit.
2. Coordinated bargaining proposals: tabled by all CUPE bargaining units at every bargaining unit table.
3. Matters for local bargaining: items that bargaining units wish to table that are not in conflict with the PDT items or coordinated bargaining proposals.

Mobilization

- The Bargaining Support Committee will work with Area Councils to ensure dissemination of all information from the OSBCC.
- Communication is the key to a successful bargaining process and is the responsibility of each and every one of us.
- Open and timely communication will ensure transparency and trust from the membership.

PDT Items

Under the philosophy of “no concessions” we are recommending the following items for discussion at the 2012 PDT:

- Wages and Benefits
- Job Security
- Scope of Work
- Staff Development
- Employment Equity
- Procurement and CETA

Coordinated Bargaining

Once the bargaining committee determines “best language” for the items below, locals will be asked to bargain this language at their local bargaining tables.

- Pay equity maintenance
- Hours of work
- Seniority for casuals and temps
- Union leave
- Car allowance
- Information from employers (dues check off)

Matters for local bargaining

- Allocation of overtime
- Board Snow Day policies
- Hours of work
- Seniority
- Posting and interviews
- Requirements for sick leave notes
- Vacation scheduling
- Allowances and premiums
- Leaves of absence
- Increase in sick leave allotment

Toby Sanger, CUPE Economist, gave us his take on The Climate for Bargaining in 2012.

You can find Toby’s presentation at cupe.ca/economics/climate-bargaining-presentation-ontario

Delegates then broke into smaller groups to discuss in greater detail the bargaining committee report. The purpose of these meetings was to provide an opportunity for delegates to ask questions and make sure there was a common understanding of the items being brought forward by the committee. As well, delegates were given the opportunity to add items for the Provincial Discussion Table (PDT) which might have been missed by the committee. The process for voting on bargaining issues was also reviewed.

Business resumed with a session where provincial bargaining items were moved, discussed and debated. Delegates voted and each PDT recommendation carried.



The rest of the day was dedicated to a Health and Safety and Injured Workers Forum. OSBCC Health and Safety Representative Don Postar opened the session speaking on the importance for Ontario school boards to have their own health and safety regulations – schools are not a business and should have their own sets of regulations. Gibson MacGill, who has worked 25 years as an inspector with the Ministry of Labour also addressed the delegates. He encouraged members to report concerns regarding violence in the workplace. “You must report before they believe there is a problem.”

Injured Workers Representative Darrell Day followed by highlighting the importance of reporting all injuries. Specifics on return to work meetings were also discussed as well as new policies that will be introduced in the coming weeks. CUPE Ontario Health and Safety staff Blaine Morin and Andréanne Chénier closed the forum by answering delegates' questions.

Classification meetings took place first thing Thursday morning and delegates got to work providing feedback to the bargaining committee on central bargaining items as well as on coordinated language proposals. The meetings also gave school board workers from the same classifications a chance to get

together and discuss other common issues they may have.

As part of the mobilizing effort, each classification was also asked to elect a reference group which would facilitate communication between the OSBCC Bargaining Committee and the membership and would provide the bargaining committee with information, if required, during the bargaining process.

The groups also prepared reports of their discussions and motions to be brought to the floor at the following day's business session part of the conference.

Thursday afternoon and Friday morning, delegates participated in Professional Development Sessions. Workshops ranged from Bargaining Skills to Effective Lobbying to Rights Arbitration, to name a few and were offered by CUPE National Staff Representatives. The OSBCC is grateful for their participation in facilitating these courses. We would also like to thank the outside experts who delivered valuable PD sessions at our conference.

On Friday afternoon, delegates met in a plenary session to conclude the business part of the conference. Classifications reported back on the previous day's activities and coordinated bargaining proposals were moved, discussed, and approved by the delegates.

We also held a roll call vote on the central and coordinated bargaining package which passed unanimously.

Wendy Tunks, Coordinator of Bargaining Support, gave a report from the Bargaining Support Committee highlighting the importance of getting our Area Councils up and running.

Cindy Page presented a report on the status of the levy account, its income and expenses.

Afterwards, motions arising from the classification meetings were presented on the floor for debate.

MOTIONS

Bi-law amendment to Appendix "C" of the OSBCC bi-laws:

To be added: "For the purposes of this appendix, a "voting delegate" must be an elected delegate from a school board local."

Motions carried by the delegates at the conference are as listed below:

Health & Safety

Resolutions for the 2012 CUPE Ontario Convention

Motion #1

CUPE Ontario will:

1. Contact Locals through regular mailings to donate to a Health and Safety Monument to pay tribute to CUPE members in Ontario who have lost their lives at work;
2. Administer a fund of the donations collected;
3. Bring forward a Resolution to CUPE National Convention in 2013 to establish a monument at the new Ontario Regional Office in Toronto and the Ontario Health and Safety Committee will be the steering committee to work with the design team of the monument.

Because:

The creation of a Monument will remind all staff, members and public of the importance of Health and Safety Legislation and safe working conditions for all.

Motion #2

CUPE Ontario will:

1. Establish the CUPE Ontario Health and Safety Advocate Award to recognize a member who has made a significant contribution in Health and Safety

2. The award shall be presented at CUPE Ontario's Annual Conventions.
3. The award shall be presented to a member in good standing of a CUPE Ontario affiliated Local
4. The Award Selection Committee shall be comprised of 3 members from the CUPE Ontario Health and Safety Committee and staff assigned to that committee
5. CUPE staff and members of CUPE Ontario's Health and Safety Committee who sit on the Award Selection Committee are not eligible for the award.

Because:

CUPE members make valuable contributions each and every day to Health and Safety. Members should be recognized for their outstanding achievements in advocacy, improving working conditions, training, and leadership

Educational Assistants (EAs)

Motion #1

That the OSBCC explore technology, as a means of information gathering, through the Bargaining Process and thereafter.

Early Childhood Educators (ECEs)

Motion #1

That we go to the province to get a seven (7) hour day for all ECEs.

Motion #2

That ECEs have 40 minutes uninterrupted collaborative time per day.

Motion #3

That we have a Provincial Standard Job Description for all ECEs.

Maintenance and Trades

The School Board Bargaining Team will negotiate the following in regards to Wages & Benefits, Contracting In/Out, Colleges and CETA.

Motion #1 – Wages & Benefits

1. Attempt to secure wage increases above the inflation rate and at least equal to increases by non union workers (example: Toronto Municipal Councillors).
2. Negotiate a common benefit package for all CUPE School Board workers with no concessions.
3. Negotiate liability insurance for all CUPE School Board workers.
4. Negotiate wage adjustments within classifications to achieve parity without loss for any member.
5. Pay increases for those that must have and use multi-trade certificates such as the following language:

Allowance for Certificates

Employees in the Tradesperson classifications who possess government certificates will receive an allowance while performing duties recognized by the Trade Certificate. An additional allowance will be paid for additional certificates where required by law or by the Employer in order for the work to be performed.

Such allowance will be \$0.90 per hour per certificate effective Sept. 1/12 with incremental increases as per the PDT.

Motion #2 – Contracting In/Out

1. The Government will lessen and limit the percentage of funding used for contracting out of services and increase CUPE unionized staffing levels through those savings.
2. All Boards will offer work as overtime before contracting out of services.

3. CUPE School Board workers will have right of first refusal before contracting out of any services.
4. School Boards must give full transparency of costs of any contracted out services to the Local Union.
5. Where contracting out of services is necessary all work will be performed by qualified and certified unionized workers.
6. All work done under school and parent council budgets must be performed first by CUPE School Board workers and where this is not possible by qualified and certified unionized workers.
7. Management of School Boards where contracting out is taking place must held liable for the quality and standard of work and rules as established in Legislation and Regulations.

Motion #3 – Colleges

1. The governments will pay for all fees and re-certification for all CUPE School Board workers in regard to all Colleges and Associations.
2. The government will insist that the College of Trades maintain all current and existing Apprenticeship ratios.

Motion #4 – CETA

The government agrees that NO CUPE School Board worker will suffer any loss of employment, wages and benefits as a result of CETA or any other continental or international trade agreement and will be exempt from all court actions within these agreements as instigated by governments or private corporations.

Library

Motion #1

That the OSBCC take to the Provincial Discussion Table a proposal that the Ministry of Education provide full funding for every school in Ontario to employ a qualified library support worker and that:

- a) elementary schools with under 275 students will have a library support worker employed a

minimum 17.5 hours per week and a minimum 194 instructional days per year.

- b) elementary schools with 275 students or greater will have a library support worker employed a minimum 35 hours per week and a minimum 194 instructional days per year.
- c) secondary schools and central library support workers shall be employed at a minimum 35 hours per week. All secondary and central library support workers will be 12 month employees.

Elementary and Secondary library support workers shall supervise within the library environment only.

Instructors

Motion #1

Be it resolved that the OSBCC lobby all funding sources to provide adequate, sustained, and transparent funding for all non-credit /alternative programs administered by school boards in Ontario.

Professionals/Paraprofessionals

Motion #1

Re: Ministry of Education Policy/Program Memorandum 59: Psychological Testing and Assessment of Pupils (PPM 59)

PPM 59 states, in part, that “...where a school board chooses to provide psychological services, a role description and/or terms of employment satisfactory to the school board and the person(s) employed should recognize...(c) that psychologists perform their professional duties within the rules of conduct which govern their profession at large...”

In CUPE school board locals where Psychologists/Psychological Associates are employed, the employment contract will contain (1) a statement that Psychologists/Psychological Associates perform

their professional duties within the rules of conduct which governs their profession at large, and (2) a dispute resolution process to be invoked if it is the opinion of a Psychologist/Psychological Associate employee that he/she has been directed to perform an action that is in violation of the College of Psychologists of Ontario rules of conduct. Points (1) and (2) must be agreed to by each Psychologist/Psychological Associate within the CUPE school board local. Where these criteria have not been met, the following policy will apply:

1. In order to be concise, the title “Psychologist” is used in this policy. The title “Psychological Associate” could be substituted for “Psychologist”.
2. If there is no Chief Psychologist designate in the school board, one will be assigned for the purpose of this policy.
3. The Ministry of Education, the school board employer, and Psychologists acknowledge that Psychologists adhere to rules of conduct as laid down by the College of Psychologists of Ontario. These rules include standards of practice, codes of ethics, laws, and any other rules and regulations as adopted by the College of Psychologists of Ontario.
4. If it is the opinion of a Psychologist employee that he or she has been directed to violate a rule of conduct (i.e. standard of practice, codes of ethics, law, or any other rule and regulation as laid down by the College of Psychologists of Ontario) then the Psychologist has the right to refuse without reprimand or penalty.

Motion #2

Negotiate benefits for Student Supervisors. (Benefit for all no matter what hours member works.) Benefits start immediately when hired.

Motion #3

Parity – Same hours, wages, benefits for members in same classification.

Motion #4

Collaborative Time – ECE, CYW and all groups require resource time within their hours of work.

Motion #5

For clear language in all "negotiated language."

Motion #6

That the OSBCC lobby the government to ensure all professionals and paraprofessionals, who provide service to students, have access to the students OSR.

Office/Clerical

NO MOTION

IT Workers

NO MOTION

WINNERS

The OSBCC held daily 50/50 draws throughout the week to raise funds for a local charity, the Richmond Hill Community Food Bank. Digging deep into their pockets, school board workers donated a total of \$4,000 to lend a hand to the local charity. CUPE Ontario President Fred Hahn, along with Wendy Tunks, Bargaining Support Committee Coordinator and Brothers Dave Smith and Jim Glavan, presented the cheque to Assistant Operations Manager Janice Alexander, who accepted the donation on behalf of the Richmond Hill Community Food Bank. We thank all delegates for their generosity.

**50/50 winners**

First draw

\$505.50 was won by Betty May Local 4400

Second draw

\$817.00 was won by Sharon Mannering Local 4222

Third draw

\$422.00 was won and given back to the Food Bank

Fourth draw

\$1001.00 was won by Debbie Gillan Local 997

Daily draw winners

Tuesday

\$100 was won by Trudy Scott, Local 4154

Wednesday

\$100 was won by Albert Lastraccu, Local 4156

Thursday

\$100 was won by Margaret McDonnell Local 4153

Friday

\$100 was won by Mechelle O'Hagan Local 2512

Saturday

\$200 was won by Mark Luciani Local 4156

LAST WORDS

Declared as a “Day Against Bullying” by the OSBCC, the last day of conference saw the more than 350 delegates clad in pink scarves to show support for the event. CUPE Ontario President Fred Hahn was joined by Ontario’s Minister of Education Laurel Broten and Ontario Student Trustee’s Association (OSTA) President Jenny Williams to express support for the provincial government’s Bill 13 – *Accepting Schools Act* to prevent bullying.

Fred Hahn was the first to address the sea of pink and delivered a touching speech on his own experience with bullying as a young boy which drew some to tears. After Fred’s heartfelt account, Jenny Williams provided a student’s perspective on the issue. She highlighted the importance for school boards to stand behind students in their quest to eradicate bullying with student-run organizations like Gay-Straight Alliances. To add a personal touch, she spoke of a custodian in her elementary school, Mr. Hobbs, who helped in her struggle with bullying.

To close off the session, Ontario’s Education Minister, the Honourable Laurel Broten addressed the delegates. A mother of young children herself, she acknowledged the importance of the work school board workers do each day to make our schools better learning

environments and thanked them for their contribution to the education system. After speaking on the government’s achievements in the education sector since being in office, Minister Broten described how they plan on continuing in their efforts to sustain a quality public education system.



One of those efforts includes putting in place legislation – like Bill 13 – to ensure our schools continue to be safer places to learn. Public awareness needs to be raised on bullying and implementation of the *Accepting Schools Act* is a step in the right direction. To conclude, Minister Broten recognized the role school support workers play to prevent bullying and expressed gratitude for our commitment and passion to Ontario students and schools.

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