

**Upcoming dates:**

September 26, 27 and 28 –
Additional bargaining

November 23rd, 2015 –
Charter challenge (with
other unions) on Bill 115

September 18, 2015

Central Bargaining

Your Central Bargaining committee met with the Council of Trustee Associations (CTA) and the Crown on September 10, 11, 15, 16 and 17. During the five days of negotiation some progress was made on minor points but many of our key issues remain unresolved. Job security, staffing levels, benefits (including LTD for those who do not have access or who are involved in a co-pay), pregnancy and parental leave SEB plans and sick leave are among the issues yet to be resolved. In addition, the employer created new impediments by asking us to identify offsets for any wage increases.

Faced with this intransigence, we met with the employer on September 17 and in a frank discussion told them we needed to see movement on the issues CUPE members sent us to the table to discuss. We were clear that many of the issues we brought to the table were less about funding and more about the will to acknowledge the importance of our work through contract language. We were clear we found some of their proposals insulting. In the end, we told them to get whatever mandate they needed to address CUPE's needs in this round of central bargaining.

We have agreed to additional bargaining dates on September 26, 27 and 28. If we don't have an agreement by midnight on the 28th we will initiate phase 2 of our work-to-rule on September 29th. Instructions for phase 2 will be sent out once finalized.

Bargaining Support

We are very pleased to see the level of mobilization that is taking place on the ground. We have heard from you about what is working in phase 1 and have taken your feedback on how we can ramp up for phase 2 with classification-specific directions.

Wrist bands should have been received by all locals as they were sent to regional offices last week. Locals who have not received wristbands should contact us at osbcc@cupe.on.ca.

Picket captain training is being organized in all areas around the province. If your local does not yet have a date for picket captain training, please contact your OSBCC area rep and email us at osbcc@cupe.on.ca.

We have developed flyers for info pickets at MPP offices and have organized a presentation for MPPs at Queen's Park to make sure MPPs understand how our work contributes to student success. We will also touch on the particular challenges we are facing in this round of bargaining.

We also have flyers which could be used if you were to do an info picket for parents.

We are establishing a provincial strike headquarters at the Ontario Regional Office to use as a command post if phases 3 and 4 become necessary. A work-to-rule Q and A will be posted on the OSBCC web site (www.osbcc.ca).

Some of you were asking about how central and local bargaining come together under one collective agreement. Basically, both have to be completed before having a collective agreement. All members will have an opportunity to vote on ratifying the agreement.

Thank you for your support.

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