

## Locals 2331 and 1571 lead the way with new settlements that incorporate the PDT

With the exception of local 4222-C, which had a deal last spring, locals 2331 and 1571 are the first CUPE Locals to ratify a collective agreement that includes the terms of the Provincial Discussion Table (PDT). The PDT concluded last May with an agreement between CUPE and representatives of the publicly funded school boards. The Ministry of Education facilitated the discussions.

---

### Local 2331: EA's, secretarial, clerical and technical staff

After months of bargaining, local 2331 and the York Catholic District School Board came to an agreement on September 29, 2008.

Local 2331 represents more than 1000 workers, ranging from education assistants, school office workers, secretarial, clerical, and technical staff.

Local 2331 followed the ratification process agreed to by the locals in attendance at the CUPE School Board bargaining conference held in September. After the local 2331 bargaining committee was able to reach a tentative settlement with the Board, the proposal was then analyzed by the elected members of the Ontario School Board Coordinating Committee (OSBCC). They gave their unanimous approval to this settlement and saluted the great work of local 2331. The tentative settlement was then brought to the local membership for ratification. Eighty-eight per cent (88%) gave their support to the agreement, which was also ratified by the Board.

### A strong deal for the next four years

Local 2331 was able to make gains on all coordinated bargaining items agreed to at the September leadership meeting: supervision, OMERS language on contributory earnings, joint professional development committee, contracting in/contracting out and base-line staffing. They made also major improvements on local issues. Here are some highlights of their new collective agreement:

- As the PDT indicates, 3% wage increase per year for the next four years;
- Every school with at least 350 students will get a full-time secretary;
- Elementary EAs get 15 minutes more per day immediately; All EAs move to 7hrs/194 days in 2011;

- Creation of a new classification: Lunchtime Office Support Worker to provide relief to school office staff;
- Effective September 2010: improved benefit coverage on vision care, orthotics, orthodontics, hearing aids, and new laser eye surgery;
- Cap on supervision: 30 minutes per day. Minimum of 30 hours per week shall be assigned to core duties.



### **Local 1571: custodial and maintenance workers**

Local 1571 is the first custodial and maintenance group to reach an agreement in this round of coordinated bargaining. They reached a deal on October 10, 2008 with the York Catholic District School Board. Just like local 2331, they were also able to cover all five common issues and made considerable progress on local issues. Here are some details from their new collective agreement:

- As the PDT indicates, 3% wage increase per year for the next four years;
- Maintained an excellent staffing formula in a growing board, ensuring increased staffing in the future. New Joint workload Committee established;
- No supervision shall be assigned. Only required in case of emergency;
- Effective September 2010: improved benefit coverage on vision care, orthotics, orthodontics, hearing aids, and new laser eye surgery coverage;
- Bringing in-house four (4) maintenance positions.
- Joint Committee to review use of contractors.



For all school board workers in Ontario, these two settlements represent the first steps towards our goal of having all CUPE school board locals take advantage of the PDT enhancements. What was achieved by members of locals 2331 and 1571 is very important and will set the tone for the next critical month of collective bargaining.

During the last month, we were able to set strong bases for this series of coordinated bargaining. Locals continued bargaining on five common issues and we came to an agreement with the Boards on different language issues. Also, locals with collective agreements that expired after September 1<sup>st</sup> filed successfully to the Labour Board for early opening of their agreements.

Now, we're seeing deals being settled at a very fast pace. Last week, the reference group gave its approval to more than twelve proposed settlements. We can't emphasize enough on the importance for all locals to keep in mind the deadline of November 30. Settlements need to be ratified before this date in order for members to get the advantages included in the PDT. Once again, we salute your efforts in this process and we remain available to assist.

TEL 416.292.3999 FAX 416.292.2839 EMAIL [gr8in08@cupe.ca](mailto:gr8in08@cupe.ca) [www.cupe.ca](http://www.cupe.ca)

Information: Contact your local CUPE executive, check out the CUPE Ontario website <http://www.cupe.on.ca/>, or join the CUPE school boards Listserv. If you wish to receive this newsletter by fax please send your fax number.

In solidarity,

Your bargaining committee:

Terri Preston	OSBCC Chair
Susan Hanson	OSBCC
Marc Boisvert	OSBCC
Frank Ventresca	OSBCC
John Weatherup	Local 4400
Sid Ryan	CUPE Ontario president
Antoni Shelton	CUPE Ontario Division
Linda Thurston-Neeley	CUPE Assistant Director
Brian Atkinson	CUPE Director
André Lamoureux	CUPE Assistant Director
Brian Blakeley	CUPE School Boards Coordinator
Jean-Marc Bezaire	French Language Boards Coordinator
Paul O'Donnell	CUPE Research
Elizabeth Nurse	CUPE Legal
Luc Tittley	CUPE Communications

COPE 491/gpb

TEL 416.292.3999 FAX 416.292.2839 EMAIL [gr8in08@cupe.ca](mailto:gr8in08@cupe.ca) [www.cupe.ca](http://www.cupe.ca)

**CUPE** / Canadian Union  
of Public Employees

**CUPE**  **SCFP**  
Ontario

