

## Overview of the tentative Provincial Table Settlement

For those of you who did not have a chance to go through the PDT tentative settlement, here are some quick highlights of this provincial agreement. We encourage you to review the draft settlement before the next bargaining conference, September 20<sup>th</sup> and 21<sup>st</sup>.

### Term

The length of the settlement is 4 years. The common expiry date is August 31, 2012.

### Wage adjustment

- 3% each year (12.55% compounded over 4 years).
- Flexibility in applying wage adjustment, e.g. can be used to address internal equity.

### Benefits

- Status quo on benefit packages for duration of agreement.
- Tripartite Committee to begin working by April 1, 2009 to explore ways to sustain benefits beyond 2012 without increasing costs (for boards & government).
- One potential route is a province-wide benefits plan for all CUPE school board workers.
- \$33 million enhancement to benefits in 2010-2011.

### Supervision

- \$140M over 5 years to enhance funding for student supervision.
- Government calculates this amount could be used to hire two noon-hour assistants at every school in the province, at \$15/hour.

## Staffing Enhancements

Custodial/Maintenance: if left untouched, the funding formula would have cut funding for 238 custodial/maintenance positions by 2011-12 due to declining enrolment

- Instead, these cuts will be more than offset by a projected 552 new custodial and maintenance positions by 2011-12 (net gain 314 jobs)

School secretaries: if left untouched, the funding formula would have cut funding for 171 secretarial positions by 2011-12 due to declining enrolment

- Instead, these cuts will be more than offset by a projected 205 new secretarial positions by 2011-12 (net gain 34 jobs)
- Boards will be required to hire at least one secretary for a minimum 35 hrs/wk. at schools where enrolment is above 100 students

Paraprofessionals: if left untouched, the funding formula would have cut funding for 334 paraprofessional positions by 2011-12 due to declining enrolment

- Instead, these cuts will be more than offset by a projected 395 new paraprofessional positions by 2011-12 (net gain 61 jobs)

## Educational assistants

- Instructional Days paid will increase gradually to reach 194 in 2011-12
- Hours of Work: in 2011-12 all EAs (*who are considered equivalent to full time*) who do not have 7-hour workdays will be bumped up to 7 hours/day.
- The use of the incremental hours (i.e. new hours/day) must include student supervision or after-school homework support.
- Impact on annual take home pay of combined effect of change to 7-hour day, 194 day year and 12.55% wage is different for EAs depending where they now stand, and can be quite significant.

Total Staffing Enhancements: if left untouched, the funding formula would have cut funding for 743 positions in the previous three categories by 2011-12 due to declining enrolment

- Instead, there will be a projected 1,151 new support staff positions by 2011-12 for a net gain of 408 positions.
- Enrolment is projected to drop by 72,000 by 2011-12
- This agreement provides protection against declining enrolment over its term.

### Professional development (PD)

- \$17M enhancement to support staff training, to be spent by 2009-10
- Strong language regarding our input into PD: “informed by research and done in partnership with colleagues.”
- PD done during the work day (not on “own time”)

### Support Workers' Advisory Group (SWAG)

- Liaison with government and boards through SWAG to address numerous items, including:
- Issues that arise from implementation of PDT
- Apprenticeship initiatives
- Expansion of programs for 4 and 5 year olds

### Violence Task Force

- New joint task force (Min. of Education and Labour, boards and unions) to examine and report on violence in schools, including:
- Best practices in prevention, management and support
- Provision of appropriate training
- Role of Joint Health & Safety Committees

### Green cleaning

- Participation in working group whose goal is to eliminate or minimize the use of toxic cleaning chemicals, and create a comprehensive green clean program for all school boards

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 Assistant 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/nz

TEL 416.292.3999 FAX 416.292.2839

[www.cupe.ca](http://www.cupe.ca)