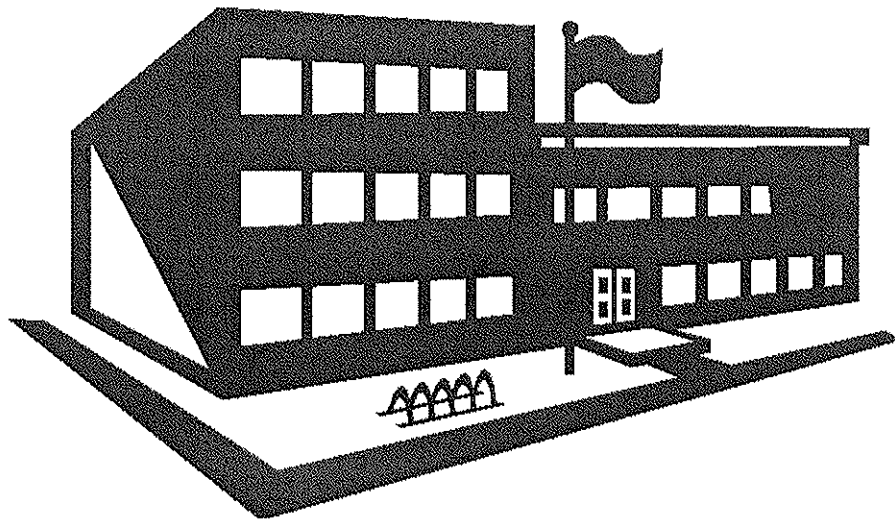




2009 CONFERENCE

“MANAGING THE PDT”

APRIL 14TH – 18TH, 2009

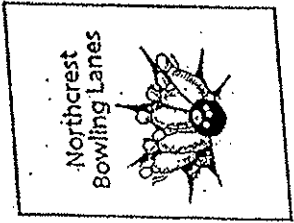
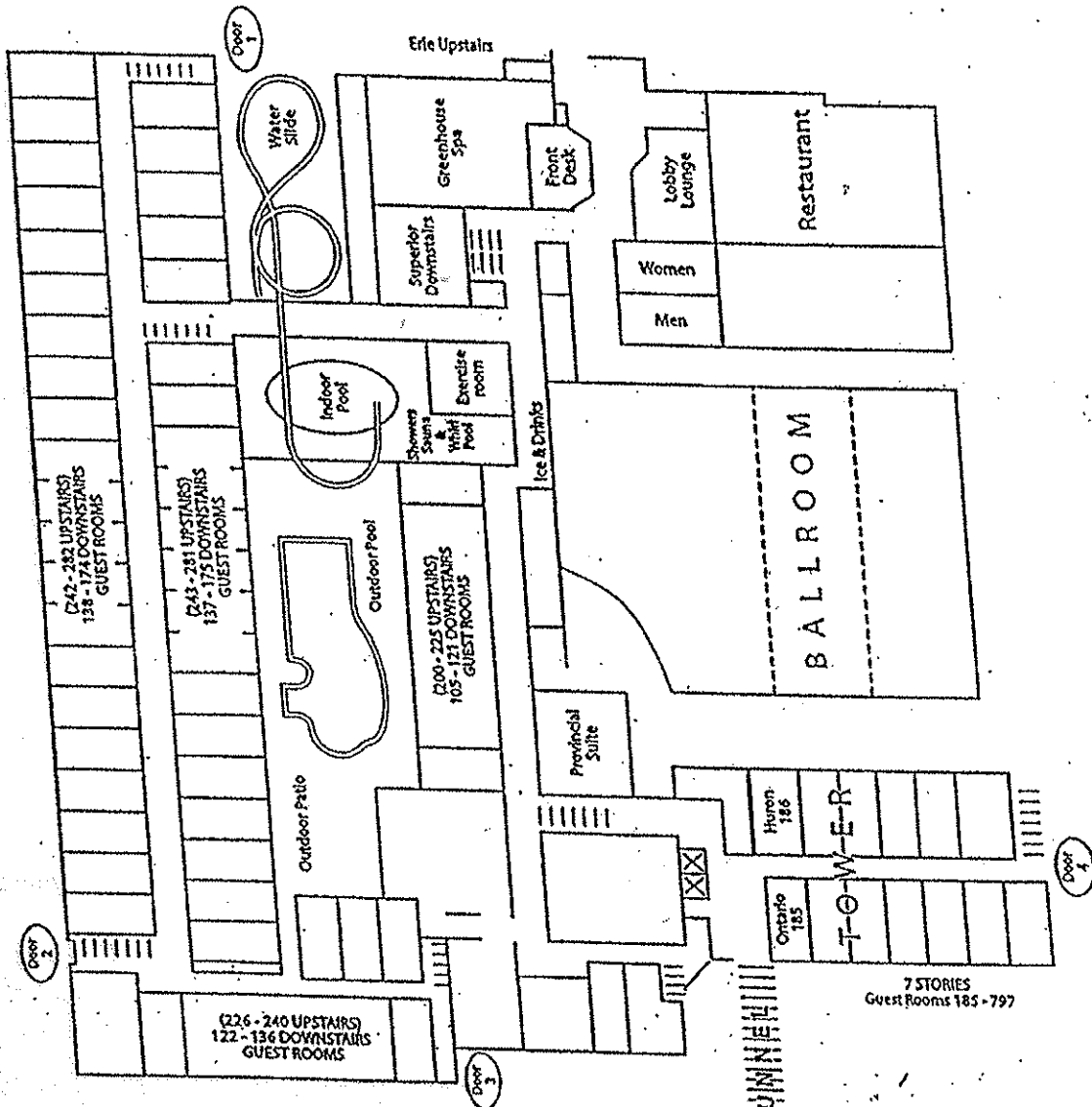


**Great Northern
Conference Centre
229 Great Northern Road
Sault Ste. Marie, Ontario**

Table Of Contents

Hotel Maps	Tab 0
Agenda	Tab 1
Equality Statement	Tab 2
Ombudsman Info Sheet	Tab 3
Minutes From 2008 Conference	Tab 4
OSBCC Committee List.....	Tab 5
Reports	Tab 6
Chairperson	
Cupe First Annual Trades Conference	
Maintenance And Trades Conference 2008	
OSBCC Health And Safety	
OSBCC Report Of The Injured Workers Representative	
OSBCC Area 1 – Rob Roy	
OSBCC Area 2 – Cindy Page	
OSBCC Area 3 – Troy Calaiezzi	
OSBCC Area 4 – Marc Boisvert	
OSBCC Area 5 – Susan Hanson	
OSBCC Area 6 – Lee-Ann West	
OSBCC Area 7 – Vern Andrus	
OSBCC Area 8 – Dave Smith	
OSBCC Area 8 – Patti Chapman	
OSBCC Area 9 – Kim Jackson	
OSBCC Area 10 – Don Mcangus	
OSBCC Area 11 – John Tompa	
OSBCC Area 12 – Mark Luciani	
OSBCC Area 13 – Judith Callahan	
OSBCC Area 14 – Kim Unsworth	
OSBCC Area 15 – Richard Plourde	
OSBCC Area 16 – Wilson Muise	
Bylaws	Tab 7
Amendments To Bylaws.....	Tab 8
CUPE Ontario Constitution.....	Tab 9
Resolutions for the CUPE Convention.....	Tab 10
PDT Evaluation	Tab 11
PDT Mandatory Workshop.....	Tab 12
Evaluation Forms.....	Tab 13

HOTEL LAYOUT





April 14 -18, 2009

“Managing the PDT”

Great Northern Conference Centre

Sault Ste Marie, Ontario

Agenda

Tuesday April 14th	
4:00 - 7:00pm	Registration
7:00 - 8:30pm	Plenary
7:00 – 7:45pm	Opening & Welcome <ul style="list-style-type: none"> • Terri Preston, OSBCC Chairperson • Joanne Webb – Diversity Vice-President for Aboriginal Workers • Cindy Page, Area 2 Representative & Richard Plourde, Area 15 Representative
7:45 – 8:00pm	Greetings <ul style="list-style-type: none"> • Gary Premo, President Sault Ste. Marie and District Labour Council • Anthony Bumbacco Vice- President Sault Ste. Marie and Algoma District CUPE Council
	Draw
8:30 – 10:00pm	Reception

Wednesday April 15th

9:00 - 9:40am 9:40 - 10:00am	Plenary <ul style="list-style-type: none">Recap of events and review of settlements and trends.Claude Genereux, CUPE National Secretary Treasurer
10:00 - 10:15am	Lifestyle Break
10:15am – 2:30pm	Workshops by Area to Review PDT and to Develop Plans For The Future
12:00 - 1:00pm	Lunch
2:30 - 3:30pm	Plenary PDT Wrap Up Reports
3:30 - 3:45pm	Lifestyle Break
3:45 - 4:30pm	Plenary <ul style="list-style-type: none">Sid Ryan, CUPE Ontario PresidentMaude Barlow – Senior Advisor on Water to the President of the United Nations General Assembly
7:30 - 10:00 pm	Draw "Unbottle It"

Thursday April 16th

9:00 - 10:30am	Occupational Group Mini Conferences <ol style="list-style-type: none">1. Custodial2. Educational Assistants3. Instructors4. I.T. Technicians5. Maintenance Trades6. Office/Clerical/Library7. Paraprofessionals
10:30 – 10:45am	Lifestyle Break
10:45 – 12:00	Occupational Group Mini Conferences <i>Continued</i>
12:00 – 1:00pm	Lunch
1:00 – 2:30pm	Occupational Group Mini Conference <i>Continued</i>
2:30 – 2:45pm	Lifestyle Break
2:45 – 4:30	Plenary Occupational Group Mini Conference <i>Report Back</i>
4:30 – 5:00pm	WSIB and Health & Safety Reports Draw ➤ <i>Following Adjournment: WSIB and Health & Safety Discussion Session</i>

Friday April 17th

9:00 – 12:00am	Workshops (1 mandatory workshop and 1 elective workshop)
10:30 - 10:45am	Lifestyle Break
12:00 - 1:30pm	Lunch
1:30 – 2:45pm	Workshops (1 mandatory workshop and 1 elective workshop)
2:45 – 3:00pm	Lifestyle Break
3:00 - 4:30pm	Workshops (Continued) (1 mandatory workshop and 1 elective workshop) Draw
8:00pm – Midnight	Social Event

Saturday April 18th

9:00 - 10:30am	Plenary OSBCC Business Session
10:30 - 10:45am	Lifestyle Break
10:45 – 11:05am	<ul style="list-style-type: none">• Fred Hahn, Secretary Treasurer CUPE Ontario
11:05am - Noon	OSBCC Business Session Draw

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Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

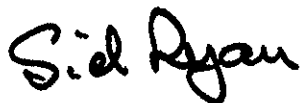
As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, homophobic or transphobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different, and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all sisters and brothers deserve dignity, equality and respect.



Patrick (Sid) Ryan
President



Fred Hahn
Secretary-Treasurer

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Énoncé sur l'égalité

La solidarité syndicale est fondée sur le principe voulant que les femmes et hommes syndiqués soient égaux et qu'ils et elles méritent le respect à tous les niveaux. Tout comportement qui crée un conflit nous empêche de travailler ensemble pour renforcer notre syndicat.

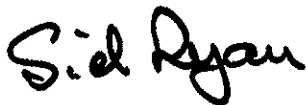
En tant que syndicalistes, nos objectifs sont le respect mutuel, la coopération et la compréhension. Nous ne devrions ni excuser, ni tolérer un comportement qui mine la dignité ou l'amour-propre de quelque personne que ce soit ou qui crée un climat intimidant, hostile ou offensant.

Un discours discriminatoire ou un comportement raciste, sexiste homophobe ou transphobe fait mal et, par conséquent, nous divise. C'est aussi le cas pour la discrimination sur la base de la capacité, de l'âge, de la classe, de la religion, de la langue et de l'origine ethnique.

La discrimination revêt parfois la forme du harcèlement. Le harcèlement signifie utiliser du pouvoir réel ou perçu pour abuser d'une personne, pour la dévaluer ou l'humilier. Le harcèlement ne devrait pas être traité à la légère. La gêne ou le ressentiment qu'il crée ne sont pas des sentiments qui nous permettent de grandir en tant que syndicat.

La discrimination et le harcèlement mettent l'accent sur les caractéristiques qui nous distinguent; de plus, ils nuisent à notre capacité de travailler ensemble sur des questions communes comme les salaires décents, les conditions de travail sécuritaires et la justice au travail, dans la société et dans notre syndicat.

Les politiques et pratiques du SCFP doivent refléter notre engagement en faveur de l'égalité. Les membres, le personnel et les dirigeantes et dirigeants élus ne doivent pas oublier que toutes les consœurs et tous les confrères méritent d'être traités avec dignité, égalité et respect.



Patrick (Sid) Ryan
Président



Fred Hahn
Secrétaire-trésorier

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ATTENTION DELEGATES AND STAFF

Combating any Harassment at CUPE Ontario Conventions and Conferences

Sexual and racial harassment, and harassment based on sexual orientation divide us as workers and can undermine the dignity and respect of our sisters and brothers.

Again this year, delegates and staff at this CUPE Ontario conference can call on a small team of members and staff for assistance in dealing with harassment.

If you feel you have been harassed and need assistance, please call

1-866-755-2155

Someone will be there to help. All calls will be treated confidentially.

Sexual harassment is defined in CUPE policy as any repeated and unwarranted sexual comments, looks, suggestions or physical contacts that make an individual feel uncomfortable. The same general criteria can be applied to racial harassment and harassment based on sexual orientation.

Harassment should not be confused with interactions which are mutually pleasing and friendly. Harassment based on sex, race or sexual orientation is not "harmless" and should not be treated as a joke.

Having an ombudsperson to assist delegates and staff at this Conference is part of CUPE Ontario's ongoing campaign to fight harassment wherever it exists.

OSBCC CONFERENCE
Minutes from APRIL 8-12, 2008
Located in London, Ontario

Tuesday April 8, 2008

The Conference was opened at 6:15 p.m. by Frank Ventresca OCBC Chairperson, and was well attended by approximately 325 delegates.

Jennifer Noel, Lee-Ann Evans West and Marc Boisvert read the Equality Statement in English and French.

Jennie Gosso, Acting President of the London District CUPE Council, welcomed everyone to London and hoped that they will enjoy their stay.

There was a moment of silence for all members who have passed away during the last year.

Opening remarks were given by Frank Ventresca. Frank went briefly over the agenda and said that there would be gifts for first time speakers.

Frank then introduced the Provincial Bargaining Committee, the Area Reps and welcomed Sid Ryan.

Sid Ryan, Ontario Division President, briefly spoke about the provincial bargaining, the Fight Back Fund, and OMERS. A copy of the President's report to the District CUPE Council Presidents was given to each delegate.

Brian Blakeley, OSBCC Co-ordinator went over what has been happening with provincial bargaining and what we need to do over the next few days. We need to be ready to move if we get a settlement at the table and if we do not get one, we need to know what to do. They are trying to send out weekly newsletters. There has been a broadcast call and a leadership meeting. Brian went over the issues that were brought to the table by CUPE.

Paul O'Donnell, Researcher assigned to work with OSBCC, spoke about the funding grants that were recently announced and about the Provincial Discussion Table.

There was a question and answer period that followed.

Claude Genereux, National Secretary-Treasurer, addressed the delegates speaking about what was happening in Nova Scotia and that Paul Moist was still

there but would be coming to the conference to address the members. Claude wished all the members a great time at the conference.

Frank called on David Chezzi to come to the podium to receive a gift from the committee for all the hard work and dedication to this committee over the years. Judith Callahan then spoke about all the happenings at this conference: the draws for \$200, \$200, \$200 and \$400, the 50/50 draw that would happen on Saturday morning and the dance tickets. The proceeds from the dance tickets would be going to the Bev Smales Scholarship Fund and be dedicated to the Dave Saunders Weeklong School. The other half of the 50/50 draw would be going to the Bev Smale Scholarship Fund. Prizes for the dance were donated by Locals 4222, 3615, 4186 and the London District CUPE Council.

A wine and cheese event followed the conclusion of the evening.

Wednesday April 9, 2008

The mini-conferences were held.

Paul Moist, National President, thanked the members for allowing him to stay in Wolfville, Nova Scotia. Paul was there to support the members and the fight they were going through regarding the PP3's. Some of the highlights of Paul Moist's speech are:

- Salutes the team for the Provincial Discussion Table
- Spoke about what was happening in each of the other provinces
- Paul announced that the National School Board Workers Conference would be taking place in November in Saskatoon (times to be announced)
- Went over what locals are on strike
- Explained about the Strike Back Fund
- Would like to organize new members across Canada

Frank thanked Paul Moist for coming to the conference and presented him with a gift.

Frank and Kim presented Paul Moist and Sid Ryan with a T-shirt from the conference.

Mini-conferences continued.

Thursday April 10, 2008

Reports back from mini-conferences on Wednesday

Custodial – Lee-ann West

Maintenance – Vern Andrus

Office Clerical Technical – Tina Divona

Instructors – Terri Preston

Student Support Staff – Rita Collins, Jennie Gosso, Lena Morra and Maria Buzdon

Copies of the reports were submitted to the secretary.

There was a short question and answer period after the reports were made. Feedback from the delegates was very positive and they said that the day was extremely worthwhile.

Guest Speaker : Ethan Clarke, UNITE HERE

Ethan belongs to the union whose members work at the Canadian Niagara Hotels where the Ontario Division Convention will be held next month. Ethan explained the problems that the workers are having with the employer. He is calling for solidarity and support from the members who will be at the convention and has asked that the hotels not be boycotted.

Gloria Scoyne (L4222) suggests that we do a collection on the floor to support the workers at Canadian Niagara Hotels and have the Ontario Division match it. This was agreed to by Fred Hahn, Ontario Secretary –Treasurer.

Fred Hahn explained why we are going to Niagara for the convention while the dispute with the hotel workers and employer is still going on. He would like the members to support them.

Paul O'Donnell had a slide presentation of the Analysis of the Grants for Student Needs (GSN) and explained it.

Question and answer period followed.

M/S Judith Callahan / Dave Smith that the collection for UNITE HERE donation from the floor of \$1432.30 be rounded up to \$1500 and matched by Ontario Division. CARRIED

Request for National to match.

Don Postar presented the Health and Safety report to the members.

Darrel Day presented the Injured Workers report to the members.

Paul O'Donnell went through a slide presentation on the GDP.

Frank Ventresca introduced Fred Hahn and presented him with a T-shirt and gift.

Fred explained the rules of the elections. National Staff reps will be distributing and collecting and counting the ballots.

Nominees for the Chair of OSBCC

Larry Stevenson (1483) stand

Terri Preston (4400) stand

Judith Callahan (4222) stand

Vern Andrus (5555) stand

As no one received 50% plus 1, there was a run-off election between Terri Preston, Larry Stevenson and Judith Callahan.

M/S Bert Collins / Judith Callahan to destroy the ballots of the first vote.
CARRIED

After a second vote took place, Terri Preston was elected as the newly elected Chair with the majority of ballots cast.

M/S Tom Powell / Lee-ann West to destroy the ballots. CARRIED

There was a speech from the new chair, Terri Preston.

Health & Safety Rep.

Don Postar (5555) stand

Don was acclaimed.

Injured Workers Rep

Darrell Day (4400) stand

Darrell was acclaimed.

One Ballot was cast for both positions.

Frank congratulated Terri, Don and Darrell.

Following the end of conference today, Area representative elections took place.

Friday April 11, 2008

Workshops were held in the morning and in the afternoon.

Saturday April 12, 2008

Terri took over as the new chair.

Terri announced the election results of the Area reps. Thank you to all the outgoing reps and welcome to the new ones.

There was a presentation to Frank Ventresca and a gift from the committee.

The new reps were sworn in.

Janice Folk-Dawson from the University sector addressed the membership and thanked OSBCC for leading the charge with Provincial Bargaining. The Universities have 31 contracts expiring in 2008 and they are hoping that they will be able to do Provincial Bargaining like the School Boards.

Frank Ventresca introduced the Minister of Education, Kathleen Wynne.

Minister Wynne addressed the delegates. Highlights were: thank you to the 50,000 support staff members for the work you do; will keep investing in the school board system; wants to improve the environment in schools; optimistic about the outcome at the PDT; changing the funding formula; in 2010 review how the funding formula has changed and evaluate it to go forward; looks forward to working with CUPE.

There was a question and answer period following the speech from the Minister.

Terri Preston gave the Minister approximately 3000 postcards from Adult ESL Instructors and asked Ms Wynne to give them to Dalton McGuinty.

A gift was presented to Minister Wynne on behalf of the delegates.

The 50/50 draw was held and Joanne Wilson won \$660.

The proceeds from the dance that will go to the Dave Saunders Memorial Fund are \$530.

Business Section

Resolution #1

THAT CUPE Ontario and the Ontario School Board Co-ordinating Committee lobby the Government through the Provincial Discussion Table to enact a task force to look at negotiating standardized job descriptions for all maintenance and trades workers in the school board sector and to pay them province wide to their industry wage rates in the private sector.

Resolution #2

THAT CUPE Ontario and the OSBCC negotiate with the government to create through legislation or regulation, contracting in language that will stop the abuse of school boards in regards to Contracting Out of maintenance and trades jobs that could be done in-house and also Apprenticeship Language to help with training of our own members with full pay and benefits while attending school for those trades.

Emergency Resolution for the Ontario Division Convention

THAT CUPE Ontario create a province wide conference for all maintenance and trades workers within the next year for all sectors within its jurisdiction.

M/S Don Postar / Darrell Day that if there is any loss time covered by WSIB, there be no loss on the back of the injured worker and pay and benefits be covered back 100% for the duration of the claim. **CARRIED**

M/S Frank Ventresca / Mary Jane Nice that the OSBCC in conjunction with CUPE Ontario and CUPE National create a support group to investigate changing the structure of the OSBCC committee to follow a similar format as the OCHU model or similar model researched by this group. **CARRIED**

Recommendation to the PDT

That the committee implement the following at the PDT:

1. A staffing formula to include but not be limited to a combination of pupil enrollment and square footage formula which will be acceptable to all locals in Ontario also a formula to include outside work.
2. That the PDT committee formulate language requiring 100% replacement starting from day one (1) for all absences including but not limited to sick leave, vacation, WSIB, Union leaves, etc.
3. Also negotiate a custodian for every school to be included in the school foundation grant.
4. That the PDT negotiate the sealing of the envelope for school operations.

Recommendation from the floor that a timetable is needed with regards to serving notice to employers, action plans, press conferences, media, etc. that locals are doing.

M/S John Weatherup / Frank Ventresca that OSBCC draft a calendar and send it to all locals. **CARRIED**

M/S Jim Homuth / Jenn Noel that in all LTD plans, benefits will be paid. **CARRIED**

M/S John Weatherup / Tom Powell that OSBCC look into organizing ECE workers across the province. **CARRIED**

Bylaws – Next year an appendix will be put in the bylaws to display the Local numbers and names of locals in each Area. (This is housekeeping)

Change for Bylaws: Clarification needed in the bylaws as to who can vote in Area elections with regards to being affiliated or not affiliated.

The winners of the draws were:

April 8 – Linda Ivey \$200

April 10 – Diane Gratton \$200

April 11 – George Ferlenda \$200

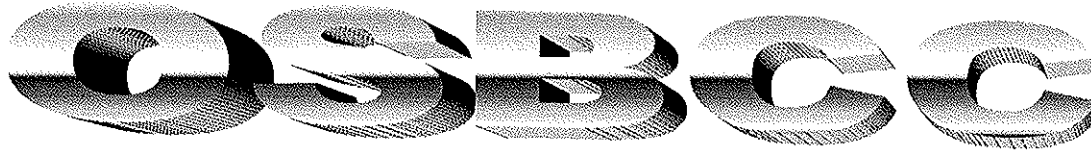
April 12 – Louise Cummings \$400

Adjournment

11:20 a.m.

M/S Donna Swire / Don Postar to adjourn the meeting. **CARRIED**

**Minutes respectfully prepared by
Patti Chapman, Secretary
2006 - 2008 Term in Office**



ONTARIO SCHOOL BOARD CO-ORDINATING COMMITTEE
April 2009

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OSBCC

CHAIRPERSON'S REPORT

Welcome to our conference and welcome to Sault Ste Marie, the third largest city in Northern Ontario.

Thank you very much to our Brothers and Sisters in Local 4168 from the Huron Superior Catholic District School Board and Local 16 representing the Algoma Public School Board. They have gone out of their way to help make this conference in the Sault a memorable one. Their work is greatly appreciated.

If this is your first time at an OSBCC conference, we hope you will make the most of the opportunity to meet other education workers from across the province. In your discussions you will find that while there may be differences between urban and rural and French and English boards, we have many things in common. In particular is the pride we take in our role providing quality education to students of all ages.

Bargaining

Last year the theme of our conference was Bargaining Great in 2008! That theme was echoed in our PDT Leadership meetings in June and September as local after local voted for and committed to a coordinated provincial bargaining strategy.

As leaders of your locals and as members of your bargaining committees your work at the bargaining table breathed life into the agreement reached at the Provincial Discussion Table. You fought for the coordinated language we agreed to at our June meeting and, in many cases, you also made significant gains on local issues.

The support for our efforts within CUPE was truly unprecedented. Our National Officers Paul Moist and Claude Genereux not only pledged financial support for the process but kept a keen eye on the process. From the Ontario Division Brothers Sid Ryan and Fred Hahn offered ongoing support and guidance to the committee throughout bargaining.

The National Staff assigned to the committee put their lives on hold for October and November as we took on the enormous tasks of negotiating 106 Collective Agreements within a two month period. In particular, we would like to recognize the work of the following brothers and sisters:

Brother Brian Blakely--the Coordinator for the OSBCC who was the spokesperson at the Provincial table and resource to all staff during the bargaining process.

Sister Linda Thurston-Neeley—who helped iron out glitches as they arose with the government

Brother Paul O'Donnell—assigned to the committee as a Researcher whose tracking tool will allow you to see the level of coordination we were able to achieve. He worked with Brother Brian Edgecombe in Ottawa to track the settlements as they came in.

Sister Elizabeth Nurse—legal council assigned to the Committee helped with the Section 80 applications

Luc Titley—our communications rep, who put out the regular bargaining updates

Brothers John Lepine, Jean-Marc Bezaire, Andre Lamoureux, Andy Mele and Jim Keenan who, with Linda and Brian, made up the “flying squad” traveling non-stop from bargaining table to bargaining table to ensure consistency in the way the PDT Agreement was implemented.

We would also like to thank all the staff who worked tirelessly at local bargaining tables to help us get the results we did. Your commitment is greatly appreciated.

The Committee you elected last year at our conference have worked very hard to ensure communication with locals in their respective areas. They played a critical role in the PDT bargaining process by ensuring local presidents were kept up-to-date as to what was happening. From mid-October to the end of November the committee took part in bi-weekly conference calls as locals across the province called in the results of their bargaining. They have risen to every challenge thrown at them. You chose your area representatives well.

I would like to take a moment to introduce the members of the Committee to you:

What lies ahead for 2009 and beyond?

We have been meeting with the Social Services Sector to discuss issues related to the government's plan to implement a **Full Day Kindergarten** program. While it seems the plan will not be implemented in 2010 as originally planned, the government remains committed to this initiative as it is an important component of the anti-poverty initiative. Your kits contain a copy of the submission sent by CUPE to Charles Pascal, the consultant hired to put this in place.

Also included in your kits is the submission put together in June by Brother Paul O'Donnell outlining CUPE's position on the challenges of **Declining Enrolment** facing School Boards.

Green Clean Working Group: The government has established the Green Clean Working group. Outside consultants have been hired to get the process underway. Sister Lee-Ann West and Brother Paul O'Donnell will be representing us on that committee.

Province-Wide Benefits Plan: Initial discussions regarding the viability of a Province Wide Benefits, are to be initiated by April 2009.

Violence: We will be involved in discussions with the Ministry of Education and the Ministry of Labour to develop a report on effective policies and procedures aimed at reducing Violence in the workplace.

ESL/FSL working group: The government has started a review of the provincial delivery of the Adult ESL/FSL programs. I attended a consultation with school board administrators to make recommendations regarding the delivery of the program. The government is expected to issue a report shortly.

School Operations: We will be participating in a review of the funding formula for School Operations to be completed by 2010.

The Committee will be meeting in 2009 to examine our structure and make recommendations for a new structure which will see us through to the next round of bargaining and beyond.

How do we continue to move forward together? How do we make use of the language in the PDT to hold Boards accountable to spend the funds allocated for our work on our workers?

Managing the PDT and moving ahead together is the focus of this conference.

Tomorrow we will share with you what was achieved at local bargaining tables. We will review the Provincial Bargaining Process with an eye to the future. We want to know from your perspectives; what worked well, what didn't work and how could the process be improved if we were to embark on this again.

Thursday we will go into occupational groups and look at emerging issues facing your job group. We would like your input to help inform our discussions at the Support Workers Advisory Group (SWAG) and at the other tables with the government. You will have an opportunity to share ideas on Professional Development opportunities for your job group to take back to your joint PD committees.

Friday is our seminar day. A number of workshops have been specifically designed for this conference.

Managing the PDT: (all delegates will participate in this workshop which has been specifically designed to provide us with the tools to hold the employer accountable over the next three years)

The Contracting In workshop has been designed to help locals continue the work of bringing work back in to the bargaining unit.

Running Effective Labour/Management Committees: Many locals negotiated language referring issues to their Labour/Management Committee for discussion. This workshop will help you insure those discussions are meaningful.

Friday Night Social: In September we said the next time we meet we would have a big party! Hope you will all join us on Friday night to celebrate!

Saturday: Saturday we will be dealing with OSBCC business of the committee (including bi-law amendments). **We are asking that any motions being put to the floor on Saturday be handed in by noon on Friday in order to have them translated for Saturday's meeting.**

We have a lot of work ahead of us in the coming days and in the coming year! However, the past year has shown when we stick together we can achieve great things!

We hope you enjoy your conference.

Terri Preston
Chair, OSBCC

CUPE First Annual Trades Conference

Synopsis Report for the OSBCC - Don McAngus

November 20-22-08 - Toronto Ontario

The conference was well attended by CUPE cross jurisdictional trade workers within the education, health and social services and hospital, municipal and university sectors.

In mid 2007 the Ontario Liberal government, through the Ministry of Training, Colleges and Universities and under the Trades Qualification and Apprenticeship Act (TQAA) and the Apprenticeship and Certification Act (ACA), initiated a review of the impact of expanding compulsory trades certification and commissioned Tim Armstrong, a public policy advisor and legal counsel to conduct the review (Armstrong Report).

Armstrong's recommendations included: The expansion of compulsory certification, establishment of a governance institution (College of Trades), or a trades advisory panel, establishment of an ad hoc advisory committee made of individuals to be appointed to the minister to serve on panels to consider applications for compulsory certification.

Thousands of CUPE members working in skilled trades across all sectors are captured in this review and the possible expansion of compulsory trades. Armstrong then asked for labour feedback through the Ontario Federation of Labour.

CUPE believes taking a narrow approach to compulsory certification without addressing the overall system wide deficiencies will continue to handicap the long-term skill development picture in Ontario. A college is not the way to fix our apprenticeship system in Ontario because:

- Regulatory colleges are often engaged in disciplining members of professions.
- Mandatory fees to a college pose a financial burden and create a barrier for workers who would be required to pay fees out of pocket
- Certification under a college model often shifts the blame for systemic problems in the workplace to the individual worker.
- There is no mention of grandfathering and special funding provisions for the public sector.

Ontario workers have seen through the weakening of the Trades Qualification and Apprenticeship Act (TQAA) legislation eliminated apprenticeship training programs, taken public accountability concentration away, and added new trades or defragmented old trades.

Public Advisory Committees (PACs) functions have been moved to the employers.

CUPE suggests another option of governance of trades and apprenticeships via a bi-partite board involving labour and employers particularly the German model which incorporates levies on both union and non-union employers which is utilized to offset the cost of apprenticeships and thereby makes available to all employers a ready stream of trained licensed journeypersons.

Kevin Whitaker, the Ontario College of Trades Implementation Advisor, attended the conference on Friday and announced that the Ministry had decided to implement the College of Trades as the governance body. Those in attendance were told the government would seek input from unions and employers on this decision at public hearings. The direction of the conference quickly changed as discussions and workshops refocused on CUPE developing a response to the government's position.

Some of the suggestions include:

- a mechanism for unions to have input to the college after its implementation which could be facilitated by a tri-partite structure including unions, employers and the college.
- CUPE supports the restoration of the apprenticeship branch of the Ministry of Training Colleges and Universities and that it continues its responsibilities for registering and accrediting apprentices and maintaining a data base.

Some of the issues facing CUPE, trade unions and employers in the province.

1. The Apprenticeship and Certification Act (ACA) has split the apprenticeship system in Ontario into two. The industrial, public and service industry trades are now under its jurisdiction. The construction trades were left under the old Trades Qualification and Apprenticeship Act (TQAA). There needs to be a return to one Trades Qualification Act and repeal the ACA.
2. Trades are being deskilled in the province. Whole trades are being cut into smaller skill sets which are paid lower wage rates. A return to whole trades is vital to securing well paid fully competent licensed trades people in the province. Certification for all trades after re-establishing whole trades.
3. There needs to be additional funding for apprenticeship training to be increased for both the trades training centres and the community colleges.
4. A training levy to be established in Ontario to assist in fostering an affordable, non-competitive system for apprenticeships.
5. Increase in the number of opportunities for Ontarians, particularly from the equity seeking groups, to become apprentices in whole trades.

6. Lobby for fully funded and fully staffed shop classes in Ontario's K-12 public education system.

CUPE Ontario is disappointed with the government's decision to establish the Trades College, a position CUPE Ontario will voice to the Ontario Government at upcoming input hearings. The conference allowed CUPE licensed trades members to be actively involved in formulating a response which will be presented to the government as part of the consultative process, to the government's decision to establish the College of Trades.

Final Report

Maintenance and Trades Conference 2008

Vern Andrus

On November 20 to 22/08 the First Annual Maintenance and Trades Conference was held at the Park Hyatt Hotel in Toronto with approximately 150 CUPE Members from across Ontario attending.

Out of that Conference Draft Recommendations were created. These have now been voted upon and accepted by the CUPE Ontario Executive Board.

A debriefing meeting was held Jan. 7/09 to create future direction for Maintenance and Trades. Almost everyone who attended and filled out the Evaluations liked the idea and format of the Conference and wanted it to occur annually.

A discussion was had in regards to OCHU's (Ontario Council of Hospital Unions) centrally negotiated language with the OHA (Ontario Hospitals Association) about a Pilot Apprenticeship Program.

It was decided by the Committee that the Draft Recommendations needed to become Policy by Resolution at the Ontario Division Convention.

A Postcard and E-mail Campaign is to be run in the near future about a Maintenance and Trades College to be set up by the Government. OLRB (Ontario Labour Relations Board) Chair Kevin Whitaker has been mandated by the Government to submit a Report on how to implement the College. The Postcard is to contain the Action Plan from Page 2 of the Recommendations on Provincial Oversight (Checkmarks). These will be sent out to all Locals and are to be returned to Ontario Division for submission in Parliament by the NDP to Government (Minister of Training Colleges and Universities – John Milloy). There will also be an E-mail Campaign to all M.P.P.'s.

The main purpose of this year's Mini Jurisdictional Conference at OSBCC is to Review Draft Recommendations and Prioritize for Ontario Division. Some of the main focus's currently for Ontario Division is Job Protection, Wage Rates and Apprenticeships.

The structure of the Advisory Committee for the future will be as follows: O.D. will ask National to assign a Staff Member as well there will be One Member from each Sector and OCHU, elected or selected by the Sectoral Committees and One O.D. Executive Board Liaison. The Committee would then elect a Co-Chair. It was also decided to keep intact the current Committee for the 2009 Conference.

The Advisory Committee and OD has decided to hold the Annual Conference in the fall of 2009 at a Toronto Airport Area Hotel. More to follow at a later date.

I would personally like to commend Antoni Shelton, Fred Hahn, Sue Jeffrey, Morna Ballantyne, Anne Lennarson, the rest of the Committee for all their hard work creating the 1st Annual Maintenance and Trades Conference.

In Solidarity,

Vern Andrus
Advisory Committee Member

OSBCC Health and Safety

Don Postar

It was stated "bargaining great in 2008", wasn't it though? A lot of hard work, long hours and true dedication from many people, who have brought us to where we are today. I know that all of you and all of the members of each of your locals would like to thank them for their hard work. Thank you team!!! Bargaining great in 2008 how can we top that??

Health and Safety was on the agenda as violence in the workplace is finally being dealt with. We are going to address this in two ways with in the education sector. First through the PDT, parties agreed to establish a Joint Task Group. We will be sitting with the different parties to deal with violence by Dec. 31, 2009. The parties at this table will be the Ministry of Education, Ministry of Labour, Education Support Workers' Unions and School Boards' Associations to examine and report to the parties on the issue of workplace violence in schools. Getting to this table should make sure our voice of concerns, be heard and dealt with in an appropriate manner to ensure the safety of all.

The second avenue we are going to use, like the health care sector we are being issued a Sec. 21 committee. This is as prescribed in the OH&S Act in sec. 21, where: "The Minister may appoint committees, which are not committees as defined in sec1(1), or persons to assist or advise the Minister on any matter arising under this Act or to inquire into and report to the Minister on any matter that the Minister considers advisable."

A Sec.21 was issued in the health care sector as a result of the incident in the Windsor area and the tragic death of a nurse (Lori DuPont). This has been a help to those workers understanding the value of reporting all incidents, so help may be offered for their safety.

Now that our sector has a four year agreement within the school boards and government, WHAT happens next?? In the health and safety sector I am very excited. We can strategically bring the issues of health and safety to the forefront and move together in ensuring the school boards listen to our concerns. We have time to step back and evaluate what is best for us. Looking at this as an opportunity from the union development department we have training in; H&S Level 1 to Joint Health and Safety Committees and Health and Safety Law. Training of all Health and Safety activists will help the locals deal with all of our issues. We have a huge window of opportunity to make sure we understand our roles and responsibilities. We can show you how to make our committees more efficient and to hold the employer accountable on the issues that are on the table. We have the list serve, which is networking at its best. Two national representatives assigned to H&S to help with their expertise in health and safety to answer any of our concerns.

Last year I mentioned the multi-site verses single-site as a concern. This is a concern as I see it because it involves two sections of the act and our interpretation of such. We have section 8 in the act which gives representatives more authority, where section 9 is a committee consensus. We have to look at each as the ministry is using both in ordering multi-sited and single-sited committees. We should take time and talk about the differences and how to use what ever one affects your school board. With the aid of our national reps. you can make sure what ever the ministry orders you will be prepared to deal with it in a professional manner.

Joint H&S Committees now more than ever must step up and use all the tools they have to make the workplace a safer place. Sec. 9(18) speaks to the power of committees, if we bring back material we get at different H&S seminars, schools or conferences and make our employers aware of other ways of doing business it will open the door for discussion. Using the 21 day response to recommendations is a tool that is seldom used by committees. More than ever call the MOL when there is a conflict as we seem to shy away from bringing the ministry in. The MOL is there not only to issue orders but to give recommendations on the workplace parties and how to be more cooperative with each other.

The past year has been busy but we cannot slow down now as in the education sector there is always issues that have to be dealt with so our brothers and sisters work in a safe work environment. So let me say thank you, for a most interesting year and I know this year will not be a let down as I see it as exiting as the previous!

Stay Safe/ In Solidarity

Don Postar
OSBCC Health and Safety Rep.

OSBCC Report Of The Injured Workers Representative

Darrell Day – Injured Worker Representative

Please accept my report as the CUPE 4400 Representative on the OSBCC.

Since I reported last year with respect to WSIB, the compensation board has embarked on its 'new' Service Delivery Model.

It was designed to improve return to work and recovery outcomes and to assist in the facilitation of safer and healthier workplaces.

There has been a re-working of the adjudication system. The WSIB is using a 3 tier system, although at the time of writing of this report the Service Delivery (SD) model has not been fully rolled out in the Province, so there may be areas where CUPE members are still being dealt with in the old service delivery model where the adjudicator did practically everything relative to a claim.

In the new world, of Service Delivery, there will be or is, an Eligibility Adjudicator who is the first line of adjudication who has the claim from its initiation with the WSIB. They will handle straight forward cases that require a minimum of involvement from the WSIB, i.e. injury, medical attention, reporting, minimum of lost time, if any, and return to regular work with no after effects.

The Nurse Case Manager role has been changed, giving the now ***Nurse Consultant (NC)*** authority to communicate health care entitlement decisions and ***to handle objections*** to those decisions, like the Adjudicator did under the old system. The Nurse Consultant will be able to ***order focused assessments*** to speed recovery and to eliminate obstacles to return to work and Labour Market Re-entry programs.

There is an added emphasis on earlier intervention, and earlier identification of barriers to return to work and treatment.

Next, the Short Term ***Case Manager (CM)*** may get the claim that is not straightforward, but where the goal is return to work with the accident employer. Contact will be made with the worker, the workplace partners where identified, to facilitate an early return to work for the injured worker. ***Warning:*** In the new model, WSIB has been seen to run roughshod over the rights of Union members to have their representatives actively participate in the RTW process.

As an example, the WSIB Case Manager now has Return to Work Specialists and Ergonomists at their disposal. We have seen examples whereby the Case Manager, even though we have a Direction of Authorization on the file, has arranged for a RTW

Specialist and an Ergonomist to meet with the employer and the worker, ***without informing the Union that a meeting has been set up.***

You must advise your members to ensure that they advise the Case Manager that the Union has to be present at any such meeting scheduled by WSIB. In my work with Local 4400 to rectify that situation, I am working to ensure that the members that I represent are not subjected to meetings arranged by the Case Manager without my being involved!

There are no more WSIB Mediators. They are now part of the RTW Specialist Group. Similarly the former Account Managers – ***who were the liaison between the WSIB and the employers*** are now Return to Work Specialists (***RTWS***). They are not as knowledgeable as they might think they are, especially when it comes to RTW meetings that may affect others in the workplace or in fact, cause problems for our collective agreements.

The last level of adjudication is the ***Long Term Case Manager*** who will oversee the claim for a worker who is not easily returned to work, who might be in a labour market re-entry program or who might never return to work.

The Service Delivery Model is not a program that was formulated after consultation with Labour. In my opinion it is a program that must be watched carefully, so that our members' rights are not trampled on.

How Non-Economic Loss Awards (NELs) are done is also changing. The WSIB is making use of the NEL Clinical Specialist who now may determine that the medical on a particular file is sufficient to determine that a permanent impairment is evident and measurable. The NEL Clinical Specialist in those cases will determine the NEL and communicate the information to the workplace parties.

In cases where there is not sufficient medical to determine the NEL, the rating will be done at a Regional Evaluation Centre (REC). A much shortened Roster List is sent to the worker who is to be rated and the doctor selection process proceeds from there. With the shorter roster list being provided by the REC, we have seen a bio provided of the various doctors on the Roster List. That was not available in the past, so I would look upon that as an improvement, but my advice is still to have the member discuss the selection of the NEL rating doctor with his or her own doctor.

I have reported that Loss of Earnings (LOE) benefits have been increased by ***2.5%*** effective January 1, 2009.

The Chart of ***Facts and Figures 2009*** is now available on the WSIB website. The earnings ceiling for 2009 is now ***\$74,600.00.***

OSBCC AREA 1

Rob Roy

Local # - 65

Phone # - 807-274-4316

School Board – The Northwest Catholic District School Board

E-Mail Address – mhyatt@stfrancis.tncdsb.on.ca

Contact Address – M. Hyatt
605 2nd St. W.
Fort Frances, On
P9A 2Z6

Contract Start and End Date - Sept.1, 2008 – Aug. 31, 2012

Wage Increases - 3% each year of the contract, (12.55% compounded)

Benefit Enhancements – travel days on compassionate leave no longer deducted from sick leave bank.

Arbitration Cases/ Grievances - No arbitration cases, we did have a few grievances out and all were settled easily. At this time we have one outstanding grievance that may go to arbitration. It involves a casual employee that has had her name placed incorrectly on the dispatch call in list. We are at a step 3 right now and heading examining the possibility of an arb on it.

School Closures - none

Layoffs/Staff Reductions or Improvements in the last Year –

We did recover some hours to our Libraries. They are not back full time yet but have gotten a degree of an increase in hours. We do not have all of our members back at work from the major lay-offs that occurred in June of 07. Some areas of the board have seen a hire back to all EA's on lay off and other areas still have EA's on layoff as well as custodial/maintenance with reduced hours. Our board continues to find \$ in excess to provide more administration positions and nothing much in the area of support staff. This is very discouraging for our members.

Any Health & Safety / WSIB Issues – Nothing to report

Restructuring Issues (Staffing Formulas, Square Footage) – Nothing to report

E.A. Supervision Issues –

E. A.'s are unhappy with the amounts of supervision that is being scheduled for them. Teachers are unhappy that they are left in the classrooms with high needs students when the EA's are removed to meet the supervision demands.

Our E.A.'s work between the hours of 8:30 to 4:30 and this is creating a problem for the scheduling of supervision of students. The teachers want their agreed upon release time and the E.A. does not start work until 8:30 AM. This is creating a situation where there is no one available for morning supervision. At some schools we have allowed a Flex time agreement as outlined in our CA. We may not be able to do that in other schools if members are not receptive to it. We have quite a bit of work to do to try to work within the collective agreements and still schedule our EA's fairly.

It seems that there was not enough time to address this issue at the negotiations with the deadline that was in place.

Any Comments, Other News from Your Local –

Members are happy, in general, with the 4 year contract. I hear from them regularly that they would really like to see all our members back at work and more hours made available in all job categories as everyone on site in each job category is really feeling the stress and pinch of a bare bones organization in the fore front. Everyone works short manned in their job category and the demands on them keep increasing. There is a strong sense that something major has to change. People are not capable of holding up under so much job pressure for extended periods of time. Our school board continues to lose some of our best employees to other organizations because they simply cannot keep up the stressful demands that an understaffed worksite creates for them.

Current Activities on Campaigns, Follow-Ups from OSBCC -

Nothing to report other than the signed contract. Thank-you to the OSBCC and our entire bargaining committee for all your hard work. We had a bit of difficulties securing the contract in time but in the end we were successful and very grateful to all who gave so much of their personal time to work on this huge project.

OSBCC AREA 1

Rob Roy

Local # - 1939

Phone # - (807)-468-8671

School Board –Keewatin-Patricia District School Board

E-Mail Address – jcfavreau2000@yahoo.ca

Contact Address -626 2nd Ave S. Kenora On. P9N1X5

Contract Start and End Date – Sept 1st 2008-Aug 31st 2012

Wage Increases – 3% per year

Benefit Enhancements – removal of \$10,000 lifetime drug cap

Arbitration Cases/ Grievances - none

School Closures – One school closed in June of 2008

Layoffs/Staff Reductions or Improvements in the last Year - None

Any Health & Safety / WSIB Issues – Two cases that are being appealed.

Restructuring Issues (Staffing Formulas, Square Footage) -None

E.A. Supervision Issues – N/A

Any Comments, Other News from Your Local -

Current Activities on Campaigns, Follow-Ups from OSBCC -

OSBCC AREA 2

Cindy Page

Local # - 16 & 4148

School Boards – Algoma District School Board & Huron Superior Catholic District School Board

E-Mail Address – cindypage@members.cupe.ca

Contact – Cindy Page

Contract Start and End Date – All contracts are from Sept. 1, 2008 to Aug. 31, 2012

Wage Increases – 3% for all groups

Benefit Enhancements – Two groups will be negotiating when enhancement money is available. One group has achieved lower benefit costs for members enrolled. There is a onetime window for those not presently enrolled to do so and an ability for all working 17.5 hours/week or greater to participate. Members will have participation in the design and administration of the plan.

Arbitration Cases/ Grievances – There is a number of grievances for both locals with some going to arbitration. 1) Scope clause, 2) Denial of benefits, 3) Employer's right to have a physical assessment on present employees when they apply for a new position, 4) Employer allowing community use groups to do bargaining unit work (clean)

School Closures – One Board is in the planning stages of building a new elementary and one secondary school. A new school in Hornepayne will be a K to 12 school, and the present high school in Hornpayne which was a leased building will be closed. A new elementary school will be built in Sault Ste. Marie which will replacing two existing school.

Layoffs/Staff Reductions or Improvements in the last Year – An employee retired in the maintenance department and was not replaced.

Any Health & Safety / WSIB Issues –Management committee to address violence formed but without E. A.'s being included. There are a moderate number of Health and Safety concerns with some difficulty in attaining successful resolution. One employer was ordered by the M. O. L. to develop a standard is reluctant to have input from the union.

Restructuring Issues (Staffing Formulas, Square Footage) – One employer has started a practice of not replacing absent employees in secondary school for three days.

E.A. Supervision Issues – To be discussed as funds flow.

Any Comments, Other News from Your Local – Very difficult but successful negotiations for one group. Extremely pleased E. A. and clerical membership. One group is in the planning stages of a campaign to bring contracted out of schools to the local. One board has announced deficit and it was reported in the media that there may be cuts in the plant department but we have not be informed yet.

Thanks to all who contributed to this report.

OSBCC AREA 3

Troy Calaiezzi

Dear Sisters and Brothers,

What a year it has been since our last OSBCC conference. Every school board local across the province have been working hard for the betterment of our members. We all should be very proud and together we stand for...Solidarity!

Local 4681

Custodian/Clerical

Northeastern Catholic District School Board

President – Brother Gaston Romain
grcupe705@hotmail.com

Contract Dates: September 1, 2008 to August 31, 2012

Wage Increases: 3% in each year to each classification

Benefit Enhancements: Not till 2011

School Closures: None slated at this time

Current Layoffs: None

E.A. Supervision: The Board continues to increase the amount of supervision for “general population” students. This issue has been addressed during negotiations and the local is closely monitoring the issue. Other News: The Child and Youth Workers (CYW’s) have been organized.

Local 8888

Custodian/Maintenance

District School Board Ontario North East

President – Brother Richard Parker
rwparker8@hotmail.com

Contract Dates: September 1, 2008 to August 31, 2012

Wage Increases: 3% in each year to each classification
Benefit Enhancements: Not till 2011

Arbitration Cases: 1 outstanding Arbitration case
School Closures: 3 school under review in Timmins. The board would build a new school to replace the 3 schools in 2011. Two schools in Timiskaming region were reviewed and will remain open until student population falls below 70.

Current Layoffs: None

Health & Safety Issues: Summer Inspections

Restructuring Issues: Meeting was scheduled in February 2009 to deal with workload and staffing

Other News: Replacement staff is a big issue, running short for illness and vacation coverage. Local elections April 2009

On behalf of locals 4681 and 8888, I wish you all a great conference!

In Solidarity,

Brother Troy Calaezzi
OSBCC Area 3 Rep.

possibility of contracting in painting work

Any Health & Safety / WSIB Issues - none

Restructuring Issues (Staffing Formulas, Square Footage) - n/a

E.A. Supervision Issues - n/a

Any Comments, Other News from Your Local - none

Current Activities on Campaigns, Follow-Ups from OSBCC - none

Local # - 1369

Phone # -

School Board -

Sudbury Catholic District School Board

E-Mail Address -

boisvem@members.cupe.ca

Contact Address -

Contract Start and End Date - Sept. 1, 2008 – 2012

Wage Increases - 3%

Benefit Enhancements - to discuss as per CA 2010

Arbitration Cases/ Grievances

- 1 arbitration follow-up outstanding
- 1 mediation
- 2 grievances

School Closures - 4-8 schools in 2010 due to size and declining enrollment

Layoffs/Staff Reductions or Improvements in the last Year

- increase by 5 FTE due to PDT letter regarding staffing May 27, 2008

Any Health & Safety / WSIB Issues - ongoing committee guidelines

Restructuring Issues (Staffing Formulas, Square Footage) - ARC meetings regarding school closures

E.A. Supervision Issues - n/a

Any Comments, Other News from Your Local - none

Current Activities on Campaigns, Follow-Ups from OSBCC - none

OSBCC AREA 5

Susan Hanson

LOCAL 1202

Renfrew County Catholic District School Board

Custodial/maintenance

President: Brenda MacMullen
(43)

Contract is in effect from September 1, 2008-August 31, 2012, with a 3% wage increase for each of the four years. Benefits will be negotiated at a later time to take effect in 2010. No arbitration or grievances have been filed at this time. There are no school closures coming other than there will be a new elementary school constructed replacing an existing one. Staffing has remained status quo and no other issues or concerns to report.

LOCAL 1247

Renfrew County District School Board

Custodial/Maintenance

President: William Schreader
(143)

Contract is in effect from September 1, 2008-August 31, 2012, with a 3% wage increase for each of the four years. Benefits will be negotiated within the labour management structure at a later date. No arbitration or grievances have been filed at this time. There is a possibility that three schools may be closing in the future. There will be a new school constructed to accommodate the J-K 12 students. No change to the FTE's over this past year. During bargaining the local gained an increase to the shift premium, as well meal allowances for each of the four years. Day shift custodians will receive appropriate outdoor clothing and for those with 15-20 years of service an increase of two days vacation.

LOCAL 1321

Renfrew County District School Board

Clerical/Technical

President: Philippa Bell
(86)

Contract is effective from September 1, 2008-August, 2012

The wage increase break down is as follows, September 1/08-.57, September 1/09-.59, September 1/10-.61 and September 1/11 .62. They received vacation improvements that equates to 8.8% for vacation purposes. There is now a top up to the employee's EI pregnancy benefit entitlement, for the six week period immediately following the birth of the child. The meal allowance provisions within the CA was also increased.

At the time of this report there were no arbitration cases/grievances, school closures, layoffs/reductions, H/S concerns, restructuring issues or supervision news to report. There is however, a need to improve staffing formulas for elementary school offices.

LOCAL 2357

Ottawa-Carleton Catholic School Board

Office/Clerical

President: *Allison McSheffrey*

EA/Technical
(650)

Current contract is effective from September, 2008-August 31, 2012 with a 3% wage increase for each of the four years. The EA's received an additional .50 cents an hour retro to September 2008. Benefits negotiated separately, agreed to enhancements in 2010/11 year, however, they may begin in 2009/10 school year. There are no arbitration or grievance cases to report on and no school closures for this board. There have been 0 layoffs/staff reductions; however, there has been an increase in the EA numbers throughout the system. In regards to Health and Safety issues, there are communication concerns between the local and the board; ergonomic concerns in many school offices. Supervision for the EA's is being addressed through the new language in the CA.

LOCAL 3689

Ottawa-Carleton Catholic School Board

ESL

President: *Pramod Mehet*
(14)

Contract is in effect from September 1, 2008-August 31, 2012 with a 3% wage increase for each of the four years. Benefit enhancements to be negotiated at a later

date for 2010. There was one member who was laid off in June of 2008. The local was given one more PD day at this round of bargaining.

LOCAL 4154

Catholic District School Board of Eastern Ontario

All Inclusive

President: *Liz Harrison*
(400)

Wages increases are 3% for each year of the CA, effective September 1, 2008 – August 31, 2012. The benefit enhancements are as per the PDT. The local has grievances on seniority and recall status. At this time there are no schools slated to be closed. No layoffs or reductions, all remains status quo. No Health and Safety/WSIB issues at this time. The EA's have a revised staffing formula and still have supervision issues due to the teacher cap of 100 minutes.

Bargaining was difficult this round-even the PDT language had to be negotiated.

No other news from the local at this time

LOCAL 5678

Upper Canada District School Board

All Inclusive

President: *Susan Hanson*
(1300)

Contract is effective September 1, 2008-August 31, 2012. The wage increase is 3% for each of the four year agreement. The health benefits remain the same with a letter of understanding (LOU) that the local and the employer will meet as a joint committee to establish benefit improvements as per the PDT funding. To date there is one arbitration case set for May 2009 on a grievance that was filed on behalf of all members in regards to the Christmas break period. There are currently nine individual grievances and 2 policy grievances outstanding.

Declining enrolment has hit the UCDSB area hard that will result in 11 school closures, of which nine will take place in 2009. The trend seems to be moving toward JK-12 schools.

There have not been any significant layoffs or reductions, with the exception of EA's last June, about 90 of them due to declining enrolment. There was one PAL Instructor from an alternative school program. In June there were also a few ESL Instructors declared surplus due to low student enrolment. Note; these instructors are now referred to as English Language Learners (ELL).

The local has aligned their WSIB/Injured Workers return to work structure geographically with that of the employer, divided into East and West sections of the board. There are two extensively trained union officers that work with the members on all injury cases. Work place violence continues to be an issue for many of the EA's within the local which is a Health and Safety concern.

Facilities services will be working with the local on a restructuring plan under a LOU which will include introducing a midnight shift.

Supervision for the EA's continues to be an issue with some still doing over 150 minutes a week, as per the employers guide lines. These are addressed on an individual bases. There is also the practise of many work sites using the Instructor Supervising Monitors as EA's more than for supervision.

Submitted by,
Susan Hanson, OSBCC Area 5 Rep.

OSBCC AREA 6

Lee-Ann West

Local 1479- Algonquin Lakeshore Catholic District School Board:

Local 1479 has had a very busy year as we spent most of it in negotiations. We have had a change in our Human Resources Department and it has kept us busy dealing with a lot of grievances. Our Negotiating team and our Local 1479 would like to thank our National reps Donna Carlaw and John Lepine for their outstanding work on our contract.

Local 1480- Limestone District School Board:

We got several memorandums added through negotiations we are just beginning to initiate.

- 1) Vacation Payout for 10 month employees. Looking at changing it to the end of May instead of June so our 10 month employees do not have such a long waiting period.
- 2) Added to our WSIB Memorandum is that the employer agrees to attach a letter from the Union with each WSIB Form 7 that is forwarded to an employee.
- 3) Climate Control Committee Memo added - our board office now has control of the temperatures at our sites; L 1480 feels this is creating increased costs not a savings.
- 4) In our Caretaking/Maintenance/Drivers unit the courses for head caretaker and shift lead hand are listed in the collective agreement along with the amount for each course we now have got agreement to add these to Schedule A;

In the past we had to negotiate any changes in the amount for the courses where now the amounts being in Schedule A make it included in the % negotiated in bargaining to the hourly wage.

EA Supervision remain as they are with no "general" yard duty for EA's. We expect that when the hours go up some form of supervision will be discussed. Square footage is in collective agreement and stays the same based on an average across the district. Presently we have had no actual closings announced; however there are committee meetings across the entire district to look at accommodation of all schools. We expect that in 2010, 2 closures with 1 new school to be built, as well as 3 closures with 1 new school to be built; however no official announcements yet just a recommendation from these committees.

Local 1022- Hasting Prince Edward District School Board:

Negotiations went well this year but without a struggle on some of the common issues. We were able to achieve the common language and the PDT items. Members ratified the agreement with one of the largest voting numbers that we have had in a long time.

One item that is new to the collective agreement is WSIB is that the employer agrees to attach a letter from the Union with each WSIB Form 7 that is forwarded to an employee.

We were also able to achieve having our President released one day per week.

There is an Accommodation Review Committee to look at school closures. They are looking at three areas, one in the North, South and one in the Belleville area. They are still in the process of reviewing each area. Nothing has been officially announced yet but they are still in the process of having meeting with the communities.

The Local is doing training with the members to have them more educated in areas of Health and Safety, Face to Face Communications. Expanding on the opportunity for our members to get more educated will help our members become strong and know the rights they have.

OSBCC Area 7

Vern Andrus

Wow what a Year! All Locals in Area 7 were able to achieve the PDT in the allotted timelines from the Government including the Common expiry date of Aug 31/12, 3% in all 4 years plus enhancements. All Locals were able to achieve a 7 hour workday for EA's and CYW's and 194 working days plus some Local Issues were dealt with. Congratulations to all.

Vern Andrus, Area 7 Rep.

Local Reports:

Local 218 –

Benefit Enhancements – Increased Vision Care from \$350/24 to \$600/24 – Increased Orthotics from \$400/3 yrs. to \$600/3yrs. – Increased Hearing Aids from \$500 to \$750/3 yrs. – Increased Paraprofessional from \$400 to \$500 annually – Increased Psychologists coverage from \$1000 to \$1500 per year per person – Increased Major Restorative Dental from \$1300 to \$1700 – Increased Orthodontics from \$1300 to \$1500 and \$4100 lifetime – Add Ambulance cost transfer from one Hospital to another.

Grievances – Arbitration – Unfair Labour Practices in Disability Management – Failure to Accommodate unless taken to Arbitration.

School Closures – Possible 3 closures in Whitby by amalgamating several elementary schools, turning high schools into super public schools.

Layoffs – Staff Reductions – Increases – More Custodial staff by 18 - More Clerical by 9 – No growth or reduction at Catholic Board.

H&S – WSIB – Disability Management problems.

Restructuring Issues – Lack of Proper Replacement of staff that are off due to illness.

E.A. Supervision – Increased with provincial framework agreement with gradual increase in hours from the last provincial agreement.

Comments – Family Day in C.A. as well as Heritage Day which is taken over the Christmas Break.

Local 997 –

Grievances – Mediations – Posting denied in junior position. Job Re-Evaluation in IS Department.

School Closures – Board has commenced review of 2 small, rural schools in far eastern portion of Board.

Layoffs/Staff Reductions/Increases. – Permanent E.A.'s increasing. School Office/Clerical and Custodial being maintained. Beginning this summer first of 6 Contracted Schools being returned to Bargaining Unit with all returned by summer of 2010.

H&S/WSIB – JHSC monitoring Green Cleaning Products. Increase in WSIB Claims due to aging workforce.

E.A Supervision – Increase of 5 minutes per day Jan. 1/09. This additional time will stay in effect until E.A.'s increased to 7 hours/day effective Sept.1/2011.

Comments – Thank you to OSBCC Committee, Brian Blakeley and Paul O'Donnell for all your hard work throughout the PDT process. A warm and hearty thank you to our CUPE Nat'l Rep, Derek Blackadder and Gloria Forward, CUPE Peterborough Office

Local 1453 –

Grievances – Discipline grievances, Arbitration on Dismissal.

School Closures – One School being closed.

Layoffs/Staff Reductions/Increases – 8 CYW's reductions, Status Quo in all other areas.

H&S/WSIB – Violence in the workplace continues to be an issue. In process of revamping policies to ensure staff safety as well as student safety including appropriate reporting to H&S Committee. Modified work continues to be a challenge in the workplace. Most modified work is in secondary schools where there is more staff for job bundling. This often creates conflict within staff because we are a small school Board therefore the heavier work tends to be assigned to the same staff.

EA Supervision Issues – Concerns with excessive supervision and less instructional time with students.

Comments – Ongoing issues with harassment in the workplace between CUPE members. We have developed a protocol with OECTA, School Board Administration on

how to deal with conflicts in the workplace. We will be working at educating our Members on their rights, roles and responsibilities.

OSBCC – We were able to negotiate PDT enhancements with early implementation on EA hours. Our Local would not have made the gains this round of Negotiations without the implementation of the PDT. Congratulations to all for their hard work on the OSBCC Negotiating Team.

Local 5555 –

Grievances – 9 at 3rd step, 1 Termination at Mediation and 1 Termination at Arbitration.

School Closures – Several Schools in Eastern Area under review for consolidation and building of new schools.

Layoffs/Staff Reductions/ Increases – Currently reviewing with the Board implementation of PDT in regards to additional staffing.

H&S/WSIB – Increased awareness by all Members in regards to H&S and WSIB do to the efforts of Don Postar. Increase in WSIB because of education and aging workforce.

EA Supervision – Currently capped at 30 minutes/day unless assigned to a student.

Comments - Thanks to the OSBCC and Brian Blakeley for all their efforts in achieving a historic first Provincial Bargaining Agreement.

OSBCC AREA 8

Dave Smith

Local # - 4400 Area 8

Phone # - 416-393-0440

School Board – Toronto District School Board

E-Mail Address – dave.smith@cupe4400.org

Contact Address – 1482 Bathurst St. Toronto Ontario

Contract Start and End Date –, September 1st, 2008 to August 31st, 2012

Wage Increases – 3% 3% 3% 3%

Benefit Enhancements –

Pilot Project re a drug card and if it is found that the card is not feasible than the following improvements would be in place instead; Improvements to the ODA, Vision Care, Physiotherapy,

Collective Agreement Improvements –

Unit B

Improvement to sick leave cap from 11 days to 13 for Instructors.

Employees with more than 10 years service receive 6% in lieu of vacation (previously 5%)

Unit C

(2010) Extended work year by one week of elementary office staff

Unit D

Temporary Transfer of Caretakers to other locations down from 90 days to 45 days in a calendar year.

Uniform Improvements up \$15.00 IN THE 2ND, 3RD, AND 4TH Years, to a maximum of \$200.00

Cyclical reports and test fees for Bus Drivers to be paid by Employer.

(2010) 43 more fulltime caretaking positions

Arbitration Cases/ Grievances –

Unit B

Religious Holidays

An arbitrator recently provided a definition of the duty to accommodate absences for Religious Holy Days. While those who have sick days may use up to 5 sick days a year to observe religious holy days, what happens to those who don't have sick leave? Do they have to take the day off without pay? The arbitrator says the Employer has a duty to accommodate *"by doing whatever is possible to rearrange or reassign the grievor's work so that he can work the full number of days that remain to be worked in the long-term assignment for which he has posted—while being given the time off to attend to his religious observance."* He then goes on to make it even clearer: *"Accommodation.....is the ability to earn full wages and to take the holy days off of work."*

Unit C

In 2000, following the amalgamation of the seven Toronto - area school boards, a board of arbitration chaired by Mr. Keller, "harmonized" positions from the predecessor boards by grouping positions from the predecessor boards together for pay purposes and establishing a "harmonized" rate. While many employees saw their wages and benefits go up as a result of this process, some employees were already paid more than the harmonized rate established for the position, or had superior conditions of work to the harmonized standards established under the arbitration award. Under the award, the affected employees were given temporary "red-circling" protection. However, the award did not deal with the issue of compliance with the Pay Equity Act

Subsequently CUPE Local 4400 negotiated a continuation of the higher rates and superior conditions until 2002. At that point, the TDSB ended the "red-circling" over the objections of the Union.

In the opinion of CUPE Local 4400, the ending of superior wages and benefits for female job classes by the TDSB in 2002, as well certain aspects of the harmonization award in 2000, reintroduced gender-based pay inequality, in violation of the Pay Equity Act. Because the Act bound the TDSB to maintain pay equity, Local 4400 made a formal complaint to the Pay Equity Commission of Ontario. Local 4400 also filed a number of related grievances of violations of the Collective Agreement. A Review Officer of the Pay Equity Commission upheld the union complaint, finding that the TDSB had failed to

maintain pay equity. The TDSB appealed the ruling of the Review Officer to the Pay Equity Hearings Tribunal. The TDSB and Local 4400 agreed that the TDSB's appeal would be settled through an arbitration process. In December, 2008, the Arbitrator issued an award which will result in payments to thousands of Unit C members to compensate them for the failure of the employer to maintain pay equity between June 8, 1998 and August 31, 2002. The award included resolution of the related grievances which had been filed by the Union. In addition, the TDSB and the Union have agreed to negotiate a new, consolidated pay equity plan for Unit C retroactive to September 1, 2002. The total cost of the settlement is about \$12 million dollars.

Unit D

Part time caretakers, who were not enrolled in the OMERS pension plan from the beginning, were enrolled and the Employer was faced with paying the penalties. Arrangements were also made so that members could buy back service with the Employer paying up front and a repayment plan for those part time or now full time was set up.

4400

Mandatory retirement

4400 filed a grievance that mandatory retirement was discriminating against people over the age of 65, the Toronto District School Board decided to argue that it was not a violation of the charter of rights, Arbitrator Kaplan ruled that mandatory retirement was a violation of the charter of rights and he has been seized for damages for the members who were forced to retire.

School Closures

Employer is looking at selling through the Toronto Land Corporation schools that are already closed and or leased out. They have also been setting up committees to look at combining schools under the JK to 12 model. This will put positions in jeopardy at locations but should/may create loss of jobs in the Instructors unit (B) this is because under the ARC process there is no consideration for Continuing Education programs.

Layoffs/Staff Reductions or Improvements in the last Year -

Additional Parenting Workers have been hired to staff the 11 new Parenting and Family Literacy Centers.

Any Health & Safety / WSIB Issues -

4400's safety committee is having their First Health and Safety Conference being held at the OLD MILL INN on FEBRUARY 23, 24, 25, 2009. Guest speakers from Government

agencies such as Toronto Police, Fire, Health Depts. MOL, MOE, WSIB and the Electrical Safety Association will be attending to present health and safety solutions for our workplaces to answer questions. 4400's Health and Safety Committee consist of 24 members and one executive liaison all which have been certified.

4400's WSIB team has been working with the Employer on a Safe Return to Work Protocol which they hope to have completed before the spring.

Restructuring Issues (Staffing Formulas, Square Footage) –

The Employer is doing an overall review of the way services are provided for schools through facilities, committees have been put together which includes management and the 2 Unions involved in facilities, Maintenance & Construction Skilled Trade Council and 4400

Union members from both continue to tell the Employer that more staff is required at that the needs of the members must be taken into consideration.

E.A. Supervision Issues –

Unit C has negotiated a memorandum outside the collective agreement that is sent to all Principals and Superintendents regarding the appropriate assignment of supervision duties to Unit C classroom-based support staff e.g. Educational Assistants.

- Educational Assistants and similar Unit C classroom-based support staff are **not** to be left in charge while the teacher is absent for an extended period of time during the school day e.g. at a meeting in the school or outside of the school
- These employees can be left in charge of the class up to approximately 30 minutes if the teacher is temporarily outside the classroom for a short period of time e.g. talking to a parent in the hall or helping with an emergency.

Any Comments, Other News from Your Local -

4400 has four newly unionized groups three of which come from the daycare sector and one which was a school authority. At this time 2 have been ratified with first time Collective Agreements and the other 2 are close.

Current Activities on Campaigns, Follow-Ups from OSBCC -

Unit D

Workplace Education & Lifelong Learning Committee (WELL)

The Union met with the Employer to discuss a Workplace Literacy program for the Caretaking group. The Employer was in favour of having the program and has stated that they are willing to permit half of the time to be on board time. To ensure this pilot project works involvement on this committee included members of our Education Literacy Committee, in conjunction with Employee Development. Our Union has always believed that education is a good thing, and getting help for any difficulties that someone may have will only make a person stronger.

The first meeting of this committee was on November 28th, 2007. We worked together with the Employer to present a program to members who may require some help with basic math, English or possibly other important subjects. It was an excellent first meeting and all sides, Union, Facilities, Staff Development, and Employee Services, were interested in this important project. The Committee then became known as the Workplace Education & Lifelong Learning Committee, or for short, WELL.

This committee began a pilot project that would start by helping members/employees learn to read better, improves their math skills, learn to write better, and would grow from there. The first pilot project was in one region, which was chosen subject to how many apply from one region. These classes were strictly voluntary but required a commitment from all involved. The literacy program flyer went out in our February mailing. The responses were put into confidential database available only to the 4400 Literacy Committee. The Employer was only informed of those who would be participating.

We received the names of members who were interested in participating in this pilot project from across the board and scheduled a meeting with the Employer and the program started. The members that took this program all agree that it was a complete success. They also recommend others to take the next course, as they felt that it was very helpful, especially the instructor, who is a member from Unit B. (Contracting work in)

OSBCC AREA 8

Patti Chapman

Local #1280

Local 1280's contract will expire on August 31, 2012.

Local #1328

The membership for CUPE Local 1328 has increased to over 2000 members in five Collective Agreements. They are: Office Clerical Technical, School Based Educational Support Staff, ESL Adult Instructors, ESL Nursery Instructors and Secondary School Student Supervisors.

All five groups have new Collective Agreements which expire on August 31, 2012.

Meetings will be held with the Toronto Catholic District School Board to deal with the PDT issues.

The Library Technicians have been waiting for a decision from the Pay Equity Commission since last April. Depending upon the outcome of this decision, we will decide how to go forward with our other outdated job descriptions.

Since no response was heard from the Toronto Catholic District School Board, our decision was to reconvene the pre-hearing ESL Adult Instructor pay equity on March 5, 2009.

TCDSB continues to use our Educational Assistants for extra supervision in order to accommodate the teachers' prep time.

We will be attempting to organize the Supply EA's.

Local #3155

Local 3155 has a new Collective Agreement which will expire on August 31, 2012.

Patti Chapman
Toronto Catholic District School Board
Area 8

OSBCC AREA 9

Kim Jackson

Local # 1571 Phone # Andy 416-885-9137
Peter 416-992-8510

Board – York Catholic District School Board - andy.orfanakos@ycdsb.ca

Contract Duration

Sept1/2008 - Aug31/2012

-

Wage increase

As per PDT

Benefit Enhancements

Medicare 100% , Group life 80%
Accidental death & dismemberment 80%
Dental 80% , LTD - none

Arbitration Cases 1

Grievances 4

School Closures

None

Layoffs/staff reductions or improvements in last year

None

Restructuring issues (staffing formulas, square footage)-

Meeting Re: Joint Workload Committee

OSBCC AREA 9

Kim Jackson

Local # - 1734

Phone # - 905-836-0872

School Board - YRDSB

E-Mail Address – cupe.1734@yrdsb.edu.on.ca

Contact Address – Sarah Kahan, President

Contract Start and End Date - September 1, 2008-August 31, 2012

Wage Increases - 3% Some members received retroactive pay in this January as the last CA only provided a lump sum for everyone. This CA we were able to get members the 3%.

Benefit Enhancements – eye wear & laser eye surgery

Arbitration Cases/ Grievances - some

School Closures - none

Layoffs/Staff Reductions or Improvements in the last Year improvements in secretarial, EA's & some IT

E.A. Supervision Issues - We added a new clause in collective agreement to address the issue around supervision. Fair & equitable distribution of assignments, supervision schedules posted better support for EA's.

OSBCC AREA 10

Don McAngus

Local #3447 - Bruce-Grey Catholic District School Board

Represents custodial, plant maintenance, office, clerical, technical and EA's.

The local successfully reached a PDT agreement with the employer with the following improvements to benefits: life insurance 100% employer paid premiums, vision care increase, paid eye exam, no deductible and drug card.

An agreement on supervision for EA's and no scheduled supervision for custodial or clerical classifications was reached. The local recently won a grievance regarding scheduling of hours for the custodial group. EA/Clerical has had difficulty arranging a pay equity review until recently. The employer has now agreed to begin a review of those classifications that meet the pay equity criteria for maintaining the plan.

Local #1310 - Simcoe Muskoka District School Board

Represents custodial and maintenance.

The local successfully reached a PDT agreement with the employer. This local is part of a benefit trust agreement partnered with other employee groups within this board. It has a flat cap dollar amount attached to the plan which creates some difficulties in meshing with the PDT agreement. A ruling on the plan and it's divestment of the accrued funds is expected by June of this year. There are 3 schools planned for closure which are considered prohibitive to repair. One new school will be opening taking in the 3 closures. This board is well on its way towards "green" status. Many green products are already used in the facilities and new ones being considered for future use. A new elementary school, Mundy's Bay, in Midland boasts that it is the greenest school in the province.

Local #3987 Simcoe Muskoka Catholic District School Board

Represents a custodial unit.

The local successfully reached a PDT agreement with the employer. The following are benefit improvements: 100% employer paid premiums, vision care increase, orthodontics and life insurance improvements.

Local #1176 Bluewater District School Board

Represents custodial, maintenance, licensed trades and courier.

The local successfully reached a PDT agreement with the employer and as with other locals in area 10 they are very pleased with the outcome particularly considering the state of the economy and the massive widespread layoffs both private and public sectors are dealing with. The local has determined a wish list of benefit enhancements which will jointly be costed and decisions made dependant on dollars available. The number one objective is benefit coverage for retired members to age 65. The local is closely watching the situation regarding the proposed "trades college" and it's ramifications to our members and is glad CUPE Ontario has taken on the task of fighting for licensed trades members and pushing for more opportunities for apprenticeships throughout the province.

OSBCC AREA 11

John Tompa

Local # - 256

Phone # (519) 837-2816

School Board – Upper Grand DSB

E-Mail Address - william.foster.ugdsb.on.ca

Contact Address -

Contract Start and End Date – Sept 1, 2008- Aug 31, 2012

Wage Increases – 4 year contract 3% in each year

Benefit Enhancements – increase in work shoe allowance and improvement to bereavement leave

Arbitration Cases/ Grievances – 1 case going to mediation re: suspension.

OSBCC AREA 11

John Tompa

Local # - CUPE 1011

Phone # -

School Board – Halton DSB (Caretaking)

E-Mail Address – hab63@live.com

Contact Address -

4034 Mainway Drive
Burlington, Ontario

Contract Start and End Date – Sept 1, 2008- Aug 31, 2012

Wage Increases – 4 year Collective Agreement 3% each year

Any Comments, Other News from Your Local – Halton District School Board is growing exponentially and that is nothing but great news for us. We are approaching the 100 school/site mark. We have 2 elementary schools opening in September 2009, with at least 1 elementary and 1 high school scheduled for September 2010. Our local consists of Head Caretakers, Afternoon Caretakers, Part Time Cleaners, Relief Caretakers, Maintenance (none trade), Casuals and Truck Driver.

We will be in discussions soon in regards to where the extra bodies from the PDT Agreement monies, will be allocated, our goal maintenance (trade), extra Relief caretakers and another Truck Driver position.

At the beginning of negotiations our direction was clear that we were to reacquire the cleaning positions at our High Schools but unfortunately our plans were quickly adjusted when the economy took a turn for the worse. For now the battle has subsided, we will continue with our Public Awareness Campaign along with our Brothers and Sisters of Local 2888, in preparation for the next round of negotiations.

We would like to thank all of the Brothers and Sisters on the PDT team that worked hard on the PDT frame work agreement for us. Special thanks to Sisters Patricia Weber-Callaghan and Terri Preston, Brothers Brian Blakely, Paul O'Donnell and John Tompa for coming out to our meetings and the bargaining table to help us get this done locally. Enjoy the year.

In Solidarity
Dave Dickson
President
CUPE Local 1011.

OSBCC AREA 11

John Tompa

Local # - CUPE 2888

Phone # -(905) 320-6991

School Board – Halton Catholic DSB (Caretaking Maintenance)

E-Mail Address – dave.langdon@sympatico.ca

Contact Address -

510 Genista Drive
Burlington, Ontario
L7T-4L8

Contract Start and End Date – Sept 1, 2008- Aug 31, 2012

Wage Increases – 4 year Collective Agreement 3% each year.

Arbitration Cases/ Grievances – 1 dismissal Arbitration

Restructuring Issues (Staffing Formulas, Square Footage) – Employer is using a time study consultant called Daniels and Associates.

Current Activities on Campaigns, Follow-Ups from OSBCC -

Anti Contracting Out Campaign with Local 1011

I will prepare a report for the Area and send back to you for Proof Reading and any Changes.

OSBCC AREA 11

John Tompa

Local # - CUPE 3166

Phone # (905) 399-3166

School Board – Halton Catholic DSB (Secretarial Technical)

E-Mail Address – presidentcupe3166@yahoo.ca

Contact Address – 763 Hyde Road
Burlington, Ontario
L7S-1S6

Contract Start and End Date – Sept 1, 2008- Aug 31, 2012

Wage Increases – 4 year Collective Agreement 3% each year

Benefit Enhancements – Status but local can use eye glass money and use it towards Laser Eye Surgery and Contacts.

Arbitration Cases/ Grievances – (1) wrongful dismissal case the outcome was that the employee was reinstated.

Local has a group of Temp workers from an outside agency. Local wants them recognized under the Collective Agreement and pay Union Dues.

Any Comments, Other News from Your Local - The employer tried to remove the tech Department (union Position) and replace the position as a none union job and fall under Human Resources (management position)

OSBCC AREA 11

John Tompa

Local # - CUPE 3396

Phone # - (905) 388-2425

School Board – Hamilton Wentworth Catholic DSB

E-Mail Address – cupe3396@cogeco.net

Contact Address –

1130 Barton St. East
Suite 210-C
Hamilton, Ontario L8H-7P9

Contract Start and End Date – Sept 1, 2008 – Aug 31, 2012

Wage Increases – 4 year Collective Agreement 3% each year.

School Closures – 1-2 schools in the next year. 4 schools over the next couple years.

Layoffs/Staff Reductions or Improvements in the last Year – No layoffs. But additional 20.5 E.A's

Any Health & Safety / WSIB Issues – Violence is an issue

Restructuring Issues (Staffing Formulas, Square Footage) - none

E.A. Supervision Issues – not as of yet, but possible general supervision of student with E.A extra hours.

Any Comments, Other News from Your Local – Casuals are now part of the Collective Agreement.

Educating the members regarding violence

OSBCC AREA 11

John Tompa

Local # - CUPE 4153

Phone # -(905) 544-7733

School Board – Hamilton Wentworth District School Board

E-Mail Address – cupe4153@bellnet.ca

Contact Address -

1130 Barton St. E Suite 202
Hamilton, Ontario
L8H-7P9

Contract Start and End Date – Sept 1, 2008- Aug 31, 2012

Wage Increases - 4 year Collective Agreement 3% each year

Benefit Enhancements – Waiting for April 2009 committee direction.

Arbitration Cases/ Grievances – 4 terminations all reinstated.

School Closures - There will be approx 6 closures of JK-5 schools and replaced by 3 or 4 JK -8 schools.

Layoffs/Staff Reductions or Improvements in the last Year – Since the PDT| system wide loss of hours has ceased because of enhancements. Previously decline in student enrollment had a negative impact on system wide hours.

Restructuring Issues (Staffing Formulas, Square Footage) – stand to gain members through enhancement Re: PDT

Current Activities on Campaigns, Follow-Ups from OSBCC – Local involved in "UN BOTTLE IT" campaign with Sid Ryan and Maude Barlow

OSBCC AREA 11

John Tompa

Local # - CUPE 5100

Phone # -

School Board – Grand Erie DSB

E-Mail Address – jenn.faulkner@granderie.ca

Contact Address -

Local 5100
Brantford, Ontario
N3T-6J7

Contract Start and End Date – Sept 1, 2008- Aug 31, 2012

Wage Increases – 4 year Collective Agreement 3% each year.

Benefit Enhancements – gain in work boot benefit for IT Dept. and E.A's working in shop classes.

Arbitration Cases/ Grievances – (1) arbitration over the interview process for custodians scheduled for April 28, 2009. (1) arbitration for the loss of 4 union positions in dispatch but the person that is now in charge of machine is renamed as a Human Resource Position.

School Closures – 2 schools to close in 2009 and 2 schools to increase in size.

Any Health & Safety / WSIB Issues – Employer will not even discuss the issue of square footage.

Any Comments, Other News from Your Local – Maryann McIntyre retired at the end of Dec 2008.

OSBCC AREA 11

John Tompa

Local # - CUPE Local 5200

Phone # - (905) 876- 4222

School Board – Halton Catholic DSB

E-Mail Address – cupe5200@hotmail.com

Contact Address – 245 Milton Commercial St.
Milton, Ontario, L9T-2J3

Contract Start and End Date – Sept 1, 2008 – Aug 31, 2012

Wage Increases – 4 year Collective Agreement 3% each year.

E.A. Supervision Issues – general yard supervision. We were unable to get caps on supervision. Our EA's are now spending more time doing supervision.

Any Comments, Other News from Your Local – Our local through the grievance process were able to get 44 temp employees hired as permanent employees.

OSBCC AREA 12

Mark Luciani

Representing Local 1317, the Niagara Catholic School Board and Local 4156, the District School Board of Niagara

Local # - 1317

Contract End Date August 31st 2012

Wage Increase 3% per year for 4 years

Benefit Enhancements: Diabetic pumps, wigs for cancer patients

Family Leave – 2 days granted in a school year deducted from sick leave credits, for the employee to attend to the serious illness, surgery or injury of a spouse, dependent child, or a parent.

Supplemental Employment Benefits – SEB – The board will pay 100% of the Employee's regular salary during the first 2 weeks of the Employment insurance 2 week unpaid waiting period.

Extension to Adoptive Leave – An employee will have access to an unpaid 17 weeks Leave of Absence following the parental leave.

Leave of absence – The ability to cancel an approved leave within 7 working days of the requested date of commencement of said leave.

School Closures: Staff recommendations to the committee of the meeting Dec. 2008. No closures for 2009-2010 school year, Sept. 2010 possibly 2 schools, Sept. 2011 one school and possibly 1 other, Sept. 2012 continue to monitor 2 schools and senior staff will bring a report to the board no later than Sept. 2012.

Health and Safety Issues – Since June 2008 the employer has implemented "Site Base Committees". The local is in the process of gathering information from each work site.

WSIB Issues: Many members being intimidated to return to work early.

E. A. Hours: 6 ¼ hours upon ratification began Jan. 09-6 ½ hours in 2009-2010 – 6 ¾ hours in 2010-2011 – 7 hours in 2011-2012

Local # - 4156

Contract End Date August 31st 2012

Wage Increase 3% per year for 4 years

Benefit Enhancements: *Increase vision care coverage from \$200.00 for eyeglasses/contact lenses to \$300.00 for eyeglasses/contact lenses/laser eye surgery in any 2 consecutive calendar years for you and for each covered dependents.*

Family Care Leave: An employee shall, upon approval, be granted leave without deductions from sick leave credits and without loss of pay to a maximum of three (3) days in any one (1) calendar year for the purpose of tending to the employee's own children, parents, spouse, parent-in-law, or any other relative who resides in the household, in cases involving serious illness/ injury.

Special Circumstances: Absence involving unusual or extenuating circumstances may be referred to the Director of Education (or designate) for consideration. Wherever possible, application should be made in advance. Payment or deduction of salary shall be based on a review of the conditions causing absence.

School Closures: No schools are slated for closure this September 2009, but a Senior Elementary School is being demolished and the Elementary School will be moving into a Secondary School building but stay as a separate entity.

Major Issues: The major issues we are facing is the employer is not allowing Educational Assistants to take leave of absence for vacation and the employer is not posting position within the time limits set out in the Collective Agreements.

E A. Hours: They are currently at 6.5 and & (7 hours for EA's hired before 1999). They will all be at 7 hours in 2011-2012

I Hope you all enjoy the Conference.

In Solidarity

Mark Luciani Area 12 Representative

OSBCC AREA 13

Judith Callahan

District School Board (Number)	District School Board (Name)	Represented by					
		Custodial	EA / IA	Clerical	Maintenance	IT Tech	Para-professionals
08	Avon Maitland District School Board	CAW	OSSTF	OSSTF			
11	Thames Valley District School Board	CUPE Local 4222	CUPE Local 4222	CUPE Local 4222	CUPE Local 4222	CUPE Local 4222	
24	Waterloo Region District School Board	CAMA Association	EA Association	OSSTF			
36	Huron Perth Catholic District School Board	Independent	CUPE Local 3615	CUPE Local 3615	Outside Contractors	Outside Contractors MPS / Sarnia	CUPE Local 3615
38	District School Board 38 (London Catholic)	CUPE Local 4186	CUPE Local 4186	CUPE Local 4186			CUPE Local 4186
49	Waterloo Catholic District School Board	CAW	CUPE Local 2512	CUPE Local 2512	CAW	CUPE Local 2512	CUPE Local 2512

Local 2512, Waterloo Catholic District School Board

Anne Schlitt, President

(Web site - <http://2512.cupe.ca> and e-mail address 2512@members.cupe.ca)

Heather Grassick, National Representative, serviced out of the Kitchener Office

Local 2512 consists of 700 members comprised of 50% Educational Assistants, and 50% Administrative Assistants, Library and Computer Technicians and Lunch Hour Supervisors.

The contract runs from August 31, 2008 through 2011 with 3% wage increases in each of the three years. There are currently two grievances pending resolve and no arbitration cases. At this time it is projected that there will be two school closures. There have been no staff reductions as yet. A key issue during this recent round of bargaining was relative to members not being allowed to take unpaid time off during the school year. Pay equity was completed four years ago and the local started maintenance on February 24, 2009. The local is dealing with health and safety and WSIB issues.

Local 3615, Huron-Perth Catholic District School Board

Katie Dobson, President

(E-mail - katie.dobson@hotmail.com)

Deb Hirdes, National Representative, serviced out of the Kitchener Office

Local 3615 consists of 115 members comprised of Educational Assistants, Library Technicians and Secretaries.

The contract runs from August 2008 to 2012 with 3% wage increases in each of the four years with benefit enhancements as per PDT agreement. There are no grievances or arbitration cases pending resolve. At this time there are no projected school closures or staff reductions anticipated. Key issues in this recent round of bargaining, other than the PDT issues, were layoff, recall and seniority language. Full-time members will be at 35 hours per week by the end of the contract. Job descriptions were updated in the past five years. Pay equity was completed in the last two years. The local is looking to re-open the pay equity issue with the Board. The local is dealing with students hurting Educational Assistants through their Health and Safety / WSIB discussions.

Local 3615 wants to hear how CUPE plans to support Library Technicians, as well as suggestions on how to support Educational Assistants who are being assaulted by students.

Area 13 Report - Page #2 of 3

Local 4186 - London Catholic District School Board

Moira Bell, President

(Web site - www.4186.cupe.ca and e-mail address moirabell@members.cupe.ca)

Suanne Hawkins, National Representative, serviced out of the London Office

Local 4186 consists of 800 members, comprised of Audio Visual Technicians, Chaplains, Computer Techs and System Assistants, Custodians, Educational Assistants, ESL Instructors, Librarians, Maintenance, Noon Hour Assistants and Secretaries.

The contract runs from September 1, 2008 through August 31, 2012 with wage increases of 3% in each of the four years. There were no benefit enhancements but no losses incurred for this term. There are currently seventeen grievances pending resolve with one proceeding to arbitration. No school closures are pending but 29 Educational Assistants were declared surplus at the end of June 2008 with 23 being redundant. All have been recalled. Key issues during this past round of bargaining were job security (contracting out) and language improvements. Incident reports are not always filled out and this issue is being dealt with through Health and Safety and WSIB. Terms of reference for Return to Work are included in the collective agreement. The recently ratified collective agreement was not available at time of this report.

Local 4222 - Thames Valley District School Board

Gloria Scoyne, President

(Web Site - www.cupe4222.ca and e-mail address inquire@cupe4222.ca)

Jennifer Kaufmann, National Representative, serviced out of the London Office

Local 4222 consists of four units each with their own collective agreement:

Unit A - Custodial, Maintenance, Printing, Technicians and Warehouse (7 hours - 78 members; 8 hours - 648 members)

Unit B - Office and Clerical (12 month - 229; 10 month - 184)

Unit C - Educational and Instructional Assistants (Elementary School EAs - 573; Secondary School EAs - 175, Instructional Assistants - 13)

Unit D - Child Minders (9 members), Early Years Literacy Program Facilitators (4 members)

The contracts all run from Sept.1/08 through Aug.31/12 with all terms as per the PDT agreement. There are currently 21 grievances pending with five awaiting arbitration dates. Arbitration resolves are required on the Employer refusing to deduct assessment levies, casual employees required to perform functional tests, permanent employees required to perform functional tests, failure to accommodate and termination of a member. School closures started in June 2008 and the layoffs and redundancies are being dealt with through redeployment committees. Ongoing information meetings are being held to provide support to members affected. Key issues during this recent round of bargaining were contracting in / out, benefits for members working past the age of 65 and benefits for members on L.T.D. The Local owns and manages their own L.T.D. plan. Joint committees are in place for Health and Safety, Early and Safe Return to Work / WSIB and Job Evaluation issues. The Return to Work Committee has terms of reference which were recently amended to adhere to current legislation. Staffing formulas and square footage are being addressed through the PDT terms. Clerical staffing formulas are being reviewed through a Joint Workload Committee. Pay equity has been completed and ongoing maintenance of job descriptions is taking place. An attempt to achieve internal equity within the local was an issue during the past round of bargaining, with Unit B pursuing it the most vigorously. The employer was not able to achieve internal equity within the four year term and as a result the members elected not to pursue this. At the March 7th membership meeting there will be a vote on the possible transfer of jurisdiction of our Unit C membership to a new CUPE local. CUPE 4222 submitted an application to CUPE National for a cost share campaign to promote a "Ten Year Strong Campaign". This was approved and the Local recently finalized the campaign expenses with promotional items being distributed to all our members. Court cases are ongoing against our former Financial Officer and former President on charges of fraud. Both entered pleas of guilty and restitution is being pursued. The membership is pleased the current Executive continues to follow up on this issue.

AREA 13 -

I would like to take this opportunity to thank the OSBCC committee members and the members of the Locals I represent for their ongoing support. A special note of appreciation goes to the members of CUPE 4222 for their indulgence as I carry out the duties of my role on the OSBCC. The past year has been an exciting one with the OSBCC Committee hitting the ground running immediately following last year's conference.

The provincial bargaining process was one that I found extremely interesting and informative. The opportunity to participate in such a historic undertaking will be a treasured memory for me.

Terri Preston, the OSBCC Chairperson, has been a tremendous advocate on behalf of school board workers throughout the province and we appreciate her knowledge

and continuous efforts on their behalf. Congratulations Terri on a job very well done!

Thank you to Brian Blakeley, our CUPE Co-ordinator who continually provides us with insight, directions and humour. Our Committee couldn't function without his assistance.

The ongoing campaigns that OSBCC initiates and supports are beneficial to all members employed by School Board locals throughout the province. Our Health and Safety Rep (Don Postar) and Injured Workers Rep (Darrell Day) are to be commended on their continuous support of these issues and the guidance and assistance they provide to our locals and members.

And lastly, to Paul O'Donnell, our National Researcher. A huge round of applause. What more can I say? Thank you Paul.

I look forward to providing my support to both the Locals in Area 13 and school board workers throughout Ontario for the next year. Thank you for this wonderful experience and congratulations to all Locals on their success at the bargaining table. We are in great shape to move this province forward!

Respectfully submitted,

Judith Callahan

OSBCC Area 13 Representative

(519) 452-2000 ext. 63692
osbccarea13@members.cupe.ca

OSBCC AREA 14

Kim Unsworth

Local # - 1238

Phone # - 519-437-1029

School Board –Lambton Kent District School Board

E-Mail Address – iduff@members.cupe.ca

Contact Address -30 McNaughton Ave., Unit 7, Wallaceburg, ON N8A 1R9

Contract Start and End Date – January 2009 – August 31, 2009

Wage Increases – 3 % per year as per PDT

Benefit Enhancements – return to ODB drugs 100% paid, right now our employer only pays 85%. Changes to take place in 2010 and if money is available, enhancements will be made

Arbitration Cases/ Grievances – 1 Arbitration, 1 Mediation

School Closures - One

Layoffs/Staff Reductions or Improvements in the last year – No. New jobs created with lunch room supervisors and new positions in the custodial and psychometrist areas.

Any Health & Safety / WSIB Issues – One WSIB going to appeal

E.A. Supervision Issues – On going but working well with our board for a fair supervision schedule at each school.

Any Comments, Other News from Your Local - Our local is very pleased with our contract settlement.

Local # - 1348

Phone # - 519-982-2764

School Board - Greater Essex County District School Board

E-Mail Address – Catherine.barrett@gecdsb.on.ca

Contact Address - 371 Moy Ave., Windsor, ON, N9A 2N1

Contract Start and End Date –August 31, 2008 – August 31, 2012

Wage Increases – 3% over 4 years compounded

Benefit Enhancements – increase eyeglass coverage, increase in orthotics coverage, increase extended health

Layoffs/Staff Reductions or Improvements in the last Year – 2 Full time employees laid off before May 23/2008. We have a verbal agreement with management to re-deploy these FTE before end of this agreement.

Any Comments, Other News from Your Local - Per the PDT, we have complete compliance at the bargaining table with all of the articles in this document that relates to office, clerical, technical.

Local # - 4168

Phone # 519-490-0181

School Board - SCCDSB

E-Mail Address – suzannemills@bellnet.ca

Contact Address – Wallaceburg, Ontario

Contract Start and End Date – January 1, 2009 to Aug 31, 2012
(4 year agreement)

Wage Increases – PDT 3%/year

Benefit Enhancements – Top up maternity EI for 8 weeks other benefit enhancement to be determined by CUPE 4168 negotiation committee.

School Closures – 2 schools consolidated to 1 school Sept. 2009 St. Anne and St. Mary, Blenheim

Layoffs/Staff Reductions or Improvements in the last Year – Increase of 8 full time EA's.

Any Health & Safety / WSIB Issues – WSIB order of in-service/training of violence, harassment in workplace for all employees to be completed by Dec. 31, 2008. Order has been adhered to by all SCCDSB employees.

E.A. Supervision Issues – EA's do not supervise until PDT EA hours enhancement increase.

OSBCC AREA 15

Richard Plourde

Local # 7777 (Custodial & Maintenance) (77.7 FTE'S)

School Board: Le Conseil scolaire catholique de district des Grandes Rivières

Contract starts on September 1 2008 and ends on September 1 2012

3% increase per year for the duration of the contract

Benefits: Employee contributions reduced by 5%.

Family Day

Maintenance are still required to use their own vehicles despite the raising costs.

One school closed due to a fire

Local # 895 (Custodial & Maintenance)

School Board: Conseil scolaire de district du Grand Nord de l'Ontario

Contract starts on September 1 2008 and ends on September 1 2012

3% increase per year for the duration of the contract.

\$75.00 Clothing Allowance.

Family Day

Local # 1165-3 (Secondary School Secretaries, IT Staff)

School Board: Conseil scolaire de district catholique Franco-Nord

Contract starts on September 1 2008 and ends on September 1 2012

3% increase per year for the duration of the contract

100% employer paid premiums for orthodontics, increased vision care, lowered prescription deductible

Extra personal day

Local # 4274 (Custodial & Maintenance)

School Board: Conseil scolaire de district catholique du Nouvel-Ontario

Contract starts on September 1 2008 and ends on September 1 2012

3% increase per year for the duration of the contract

100% board paid life insurance premiums for spouse and child
improvements to vision care

2 personal days without conditions

2 personal days with conditions

\$70.00 per year clothing allowance

Family Day

Local # 2799-01 (Custodial & Maintenance)

School Board: Conseil scolaire de district catholique Franco-Nord

Contract starts on September 1, 2008 and ends on September 1, 2012

3% increase per year for the duration of the contract

\$350 per year for chiropractor, massage therapist and physiotherapist

1 extra floater

Local # 4865 (All Support Staff)

School Board: Conseil scolaire de district du Nord-Est de l'Ontario

Contract starts on September 1 2008 and ends on September 1 2012

3% increase per year for the duration of the contract

\$800 per year allowance for combined paramedical services

OSBCC AREA 16

Wilson Muise

Local # - 3519

Phone # - 416-576-7537

School Board - CSDCSO

E-Mail Address – local3519scfp@hotmail.com

Contact Address –89 Combermere Dr, North York, ON M3A 2W4

Contract Start and End Date – Sept. 2008 to Aug. 2012

Wage Increases –

3% as per PDT

Benefit Enhancements –

1. We include March break as a working week
2. Improved booth allowance
3. Added December 31st as a statutory holiday

Arbitration Cases/ Grievances –

1. Arbitration in March
2. Grievances for Discipline

School Closures - None

Layoffs/Staff Reductions or Improvements in the last Year – Minor increases in hours and staffing this school year due to new school opening.

Any Health & Safety / WSIB Issues –

1. New Rep for our local in training

Restructuring Issues (Staffing Formulas, Square Footage) –

1. They have different formulas for different schools, depending on the schools principal.

E.A. Supervision Issues – N/A

Any Comments, Other News from Your Local –

Many changes, procedures and decisions have been made with no consultation with our union.

Example: Changing locks in head caretaker's office with no notification to anyone, including no key/access for anyone to enter.

Current Activities on Campaigns, Follow-Ups from OSBCC -

None

Workshops for OSBCC Conference April 17th, 2009

Mandatory Workshop:

1. Managing the PDT – Terri, Paul, Jean-Marc, John Lepine, and Brian

Optional Workshops:

1. Contracting In/Out – Jane Stinson
2. Facebook Legal Issues – Mona Elhilali
3. Organizing in the School Board Sector – Donna Felder
4. Finding Information on the Ministry of Education’s Website – Ministry of Education
5. Helping Your Members (EAP) - Anne Didier and Mike Stokes
6. Health and Safety – Violence Workshop – Blain Morin and Don Postar
7. Emerging Issues in Pension Plans (OMERS) – OMERS Education
8. French workshop – Monique Drapeau and Denise Carter
9. Running Effective Labour/Management Committees – Ministry of Labour
10. WSIB Issues – WSIB Rep and Darrell Day

Workshop Rooms:

Great Northern:

North Ballroom (Capacity – 240) – Morning and Afternoon Managing the PDT

Central Ballroom (Capacity – 180) – Morning and Afternoon: Managing the PDT

South Ballroom (Capacity – 180) – Morning and Afternoon: Managing the PDT

Superior (Capacity – 70) – Morning and Afternoon: Contracting In/Out

Provincial (Capacity – 50) Morning and Afternoon: Finding Information on the Ministry of Education’s Website

Ontario (Capacity – 40) Morning and Afternoon: Organizing in the School Board Sector

Erie (Capacity – 35) Morning: Managing the PDT (French) Afternoon: French Workshop

Water Tower:

Patio (Capacity – 20) - Morning and Afternoon: Health and Safety Violence Workshop

Library (Capacity – 20) - Morning and Afternoon: Emerging Issues in Pension Plans (OMERS)

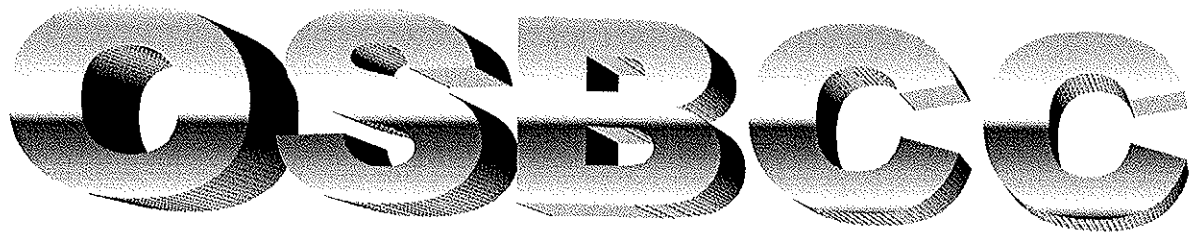
Alamo Upper Level (Capacity – 20) - Morning and Afternoon: WSIB Issues

East (Capacity – 20) - Morning and Afternoon: Helping Your Members (EAP)

West (Capacity – 20) - Morning and Afternoon: Helping Your Members (EAP)

Centre (Capacity – 20) - Morning and Afternoon: Facebook Legal Issues – Mona Elhilali

Courtyard (Capacity – 20) - Morning and Afternoon: Running Effective Labour/Management Committees



Ontario School Board Co-ordinating Committee
Canadian Union of Public Employees, Ontario Division
305 Milner Avenue, Suite #801, Scarborough, ON M1B 3V4

Terri Preston,
Chairperson

Brian Blakeley,
Co-ordinator

BY-LAWS

APRIL 2007



ARTICLE 1 – NAME

This organization shall be known as the Ontario School Board Co-ordinating Committee, a committee of the Ontario Division of the Canadian Union of Public Employees, hereinafter referred to as "The Committee".

ARTICLES 2 – PURPOSE

The Committee shall determine its program of activity which should provide for co-ordination and unification of bargaining agendas and pinpoint the problems that are peculiar to the School Board sector with a view to having them dealt with further through the Regional Office (Ontario) and the Ontario Division. Such program shall be confined strictly to the occupational groupings and will not depart from those problems.

ARTICLE 3 – OBJECTIVES

The objectives of the Committee shall be:

- 1) To promote the participation and to unite the Educational employees of Ontario in co-ordinating and presenting common objectives and matters pertaining to Educational Locals and members.
- 2) To present matters legal and legislative of concern to Educational employees to the Ontario Division, Canadian Union of Public Employees.
- 3) To submit to the OSBCC_Coordinator those matters referred to the Committee by the School Board Locals for consideration, advice and/or assistance.
- 4) To, at all times, work for the good and welfare of the members of the Ontario School Board Local Unions and for the support of the programs of the Ontario Division of the Canadian Union of Public Employees.
- 5) The Committee, as a body, shall not participate in or support person or persons for elected positions at Conventions.
- 6) The Committee shall take all possible steps to establish close co-operation and communications between Educational Local Unions in Ontario.
- 7) The Committee, through the OSBCC Co-Ordinator, Researcher and the Collective Agreement Information System (CAIS), shall establish and maintain an up-to-date file of current collective agreements pertaining to School Board Locals.

- 8) To assist and work in co-operation with the Officers and Representatives of the Canadian Union of Public Employees in order to promote CUPE principles and policies, keep School Board Locals informed of ongoing programs and assist and help in all ways possible to create active, alert and responsive Locals working together towards common, unified positions within the province.

ARTICLE 4 – ANNUAL CONFERENCE

- 1) A conference of Ontario School Board Locals Unions shall be held annually.
- 2) On the recommendation of the Committee, the Annual Conference will be held at a time and place set by the Chairperson. When selecting the conference location the Committee will make every attempt to utilize unionized facilities prior to non-unionized. Further, the conference location is to be accessible to all delegates regardless of the level of ability.
- 3) The theme and program of the annual conference shall be set out by the Committee, in consultation with the Ontario Division and the Research Department of the Canadian Union of Public Employees.
- 4) The Advance Conference Call shall be in the hands of the Local Unions, as soon as possible, after the time and place has been determined by the Committee. This shall be done at least four (4) months prior to the date of the Conference.
- 5) The number of delegates who may attend the Conference shall not be limited. Voting delegates will be in accordance with Article 4D of the Ontario Division Constitution as amended from time to time.

Representation

At all conventions of this Committee the basis of representation from affiliated organizations shall be:

From Local Unions paying per capita tax on:

1 to 100 members	- TWO delegates
101 to 200	- THREE delegates
201 to 300	- FOUR delegates
301 to 400	- FIVE delegates
401 to 500	- SIX delegates
501 to 600	- SEVEN delegates
601 to 700	- EIGHT delegates
701 to 850	- NINE delegates
851 to 1000	- TEN delegates

and one additional delegate for each additional 500 membership or major portion thereof.

Note: In the event that the Ontario Division numbers change, these numbers will change to reflect the Ontario Division.

- 6) Registration fees for delegates shall be determined by the Secretary-Treasurer of the Ontario Division upon recommendation by the committee for each conference having regard to costs involved.
- 7a) Sitting members of the Co-ordinating Committee shall, if not delegated by their local unions, be accorded delegate status at the Annual Conference.
- 7b) The President of the Ontario Division, or the President's designate, shall be an accredited delegate to all Conferences.
- 7c) District Councils of the Canadian Union of Public Employees shall be entitled to one (1) accredited delegate per Council to each Conference.
- 8a) The Annual Conference shall be governed by Rules of Order in accordance with Appendix "A" attached hereto and forming part of this Constitution.
- 8b) The Chairperson may exercise his/her prerogative, and where deemed advisable, may waive the Rules of Order in order that a point of interest may be made by a delegate.
- 9) A quorum will be a minimum one-half (1/2) of the voting delegates properly credentialed and seated at any annual Conference.

ARTICLE 5 – COMMITTEE REPRESENTATION

- 1) In the even numbered years, the delegates shall elect from the floor the Chairperson. Once elected the Chairperson, that person will not serve as an Area Representative. The Chairperson shall be the designated member on the Executive Board of the Ontario Division, Canadian Union of Public Employees. The person elected must be a member in good standing of a Local affiliated with the Ontario Division.
- 2) In the even numbered years, the Committee shall elect from its members the Vice Chairperson and the Secretary of the Committee. The person(s) elected must be a member in good standing of a Local affiliated with the Ontario Division.

- 3) The CUPE Co-Ordinator and Associate Coordinator of School Board Local Unions for Ontario shall act as liaison to the Committee and as a member of the Committee shall assist in every way possible to provide the Committee with the facilities and services of the National Organization.
- 4) Representation shall be as follows:
 - AREA 1 – BOARDS 5A, 5B, 6A, 6B (not CUPE)
33A, 33B, 34A (not CUPE), 34B (not CUPE)
 - AREA 2 – BOARDS 2, 31
 - AREA 3 – BOARDS 1, 30A
 - AREA 4 – BOARDS 3, 4, 30B, 32
 - AREA 5 – BOARDS 25 (not CUPE), 26, 28, 52, 53, 54
 - AREA 6 – BOARDS 27, 29, 55
 - AREA 7 – BOARDS 13, 14, 15, 41, 45
 - AREA 8 – BOARDS 12, 40 (1) TDSB and (1) TCDSB
 - AREA 9 – BOARDS 16, 19, 42, 43
 - AREA 10 –BOARDS 7, 17, 44, 35
 - AREA 11 –BOARDS 18, 20, 21, 23, 46, 47, 48, 51
 - AREA 12 –BOARDS 22, 50
 - AREA 13 –BOARDS 8, 11, 24, 36, 38, 49
 - AREA 14 –BOARDS 9, 10, 37, 39
 - AREA 15 -BOARDS 56, 57, 60 a, 60 b, 61, 62 (not CUPE)
 - AREA 16 - BOARDS 58, 63, 64
 - AREA 17 – BOARDS 59, 65,66

OTHER MEMBERS

- 5) Where an occupation or a jurisdiction falling within the area of the scope of the Committee is not represented on the Committee as an Area Member, the Committee may appoint an additional Area Member to represent such occupational or jurisdictional group.
- 6) Elections shall be held at the Annual Conference in even numbered years, Committee members and alternates shall be elected by the delegates present from the Area, which they are to represent. To be eligible for election, a person must be an elected delegate from an education sector Local union affiliated to the Ontario Division.

If no delegates run for election in an area, the OSBCC Coordinator / Associate Coordinator of the Ontario School Board Coordinating Committee will recommend a rep to the committee for approval and immediate appointment.

- 7) The Committee at its last regular meeting prior to the Annual Conference may vote a sum of money to compensate the Secretary for personal expenses incurred during the preceding year.
- 8) On the recommendation of the CUPE Co-ordinator / Associate Coordinator of the Ontario School Board Coordinating Committee, the Committee has the authority to appoint replacements for members of the Committee who resign, or who are absent from two (2) consecutive duly called meetings of the Committee without reasonable excuse. In the absence of an alternate and on the recommendation of the Coordinator, the Committee has the authority subject to Article 5 (6) to appoint temporarily, replacements for an area representative.
- 9) The Health & Safety Representative and Injured Workers Representative shall be elected at the Conference in even numbered years. In the event that either of these offices falls vacant, the vacancy shall first be offered to the runners up on the ballot and then if accepted, shall serve the remaining term office until the next general election at the next even numbered year conference.

ARTICLE 6 – COMMITTEE MEETINGS AND DUTIES

- 1) The Committee shall meet at least three (3) times per year at the call of the Chairperson, and such meetings shall be held in the City of Toronto unless otherwise decided upon by the Committee.
- 2) The Committee shall conduct all business referred to it by the Annual Conference, and shall, in the interval between conferences, have full and complete charge of all business.
- 3) Members of the Coordinating Committee shall be designated Area Committee Members and shall be responsible for the establishment of liaison with the Local Unions in their Areas and reporting Local Union problems to the Committee.
- 4) The Committee shall be empowered to set up sub-committees for study and reporting on special issues.
- 5) The Committee, in conjunction with the Co-ordinator / Associate Coordinator, shall advise Local Unions on all matters of contractual, legislative, or similar matters which may affect the welfare of the Local Union or its membership in general.
- 6) The Committee, or the Annual Conference, recognizing the autonomy of Local Unions shall have no right or authority to bind Local Unions to any course of

action or decision of the Committee or Annual Conferences unless such decision is ratified by the Local Unions concern.

- 7) The members of the Committee or the Committee as a whole shall not in any way interfere in the operation of Local Unions unless so requested by the Local Union concerned, and then only in an advisory capacity.
- 8) The Committee, through the Co-ordinator / Associate Coordinator, shall be supplied with a copy of all collective agreements of Locals within their respective areas.

ARTICLE 7 – FINANCE

Financing shall be as provided in the Constitution of the Ontario Division and a separate accounting of all monies received and disbursed shall be maintained by the Ontario Division.

ARTICLE 8 – EXPENDITURES

- 1) All expenditures and bills of the Committee shall be accompanied by an expense voucher, duly signed by the member submitting the same along with receipts, where necessary, and approved by the Chairperson.
- 2) When attending meetings of the Committee, members shall receive expenses equal to that paid by the Ontario Division for attendance at Executive Board meetings.
- 3) In addition to the expenses stipulated in (2) above, when attendance at Committee meetings requires them to stay overnight, members of the Committee shall be reimbursed the single rate of hotel accommodation.
- 4) Members of the Committee shall be reimbursed for actual miscellaneous expenses incurred on behalf of the Committee or in the performance of their duties.
- 5) Transportation allowance for members of the Committee in order to attend to the business of the Committee shall be on the following basis:
 - a) Economy class return airfare via the shortest route;
 - b) Economy rail or bus return fare via the shortest route;
 - c) for the use of a member's personal automobile, an allowance shall be paid equal to that paid by the Ontario Division;
 - d) giving due consideration to the most economical and efficient manner,

members of the Committee may choose their own mode of transportation and sections a), b), or c) shall apply. All travel should be arranged as recommended by CUPE National or CUPE Ontario.

ARTICLE 9 – NEWS BULLETINS, REPORTS AND PUBLICATIONS

- 1) The Committee shall, through the Ontario Division, Canadian Union of Public Employees, endeavor to publish such reports as required, giving a brief summary of Committee activities and Provincial news.
- 2) The Committee may, from time to time, publish reports, pamphlets, newsletters, etc. in order to acquaint Local Unions with urgent problems or to convey information to the Local Unions.
- 3) Conference Report
A summary of the Annual Conference shall be prepared by the Secretary in conjunction with the Coordinator / Associate Coordinator and form part of the next OSBCC Report.
- 4) Reports to the Conference
All committee members shall submit a written report to the Annual Conference.

ARTICLE 10 – AMENDMENTS TO THE BYLAWS

These Bylaws, or any of its clauses, may be amended at any regular Annual Conference by form of Resolution, or Committee Recommendation, and being approved by a two-thirds majority vote of the delegates present at the Annual Conference, provided, however, that such amendments do not conflict with the Constitution of the Canadian Union of Public Employees or the Ontario Division, and shall be subject to approval by the National President. Unless specifically stated otherwise, all amendments shall take effect upon approval of the National President.

APPENDIX "A"

RULES AND ORDER OF BUSINESS

The Rules and Order of Business governing Conferences shall be:

1. The Chairperson, or in the absence of, or at the request of the Chairperson, a Vice-Chairman shall take the chair at the time specified at all regular and special conferences. In the absence of both the Chairperson, or designated representative, a Chairperson shall be chosen by the Committee.
2. No question of religious character shall be discussed.
3. When a delegate wishes to speak such person shall proceed to one of the microphones provided for that purpose, and when recognized by the Chairperson shall give his/her name and the organization represented, and shall confine all remarks to the question at issue.
4. Speeches shall be limited to three (3) minutes except in the moving of a motion when the delegates shall be allowed five (5) minutes).
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt a speaker except if it is to call a point of order.
7. A delegate, when called to order shall, at the request of the Chairperson, take his/her seat until the question of order has been decided.
8. Should a delegate persist in unparliamentary conduct, the Chairperson may be compelled to name said delegate and submit the delegate's conduct to the judgement of the Conference. In such case, the delegate whose conduct is in question should explain and then withdraw, and the Conference will decide what course to pursue in the matter.
9. When a question is put, the Chairperson, after announcing the question, shall ask: "Are you ready for the question"? If no delegate wishes to speak, the question shall be put.
10. Questions may be decided by a show of hands, or a standing vote, on the basis of one (1) vote per delegate. A roll call vote may be demanded by two-thirds of

the delegates present. In a roll call vote each delegate shall be entitled to one (1) vote.

11. The Chairperson shall have the same rights as other delegates to vote on any question, and in the case of a tie vote, shall also cast the deciding vote.
12. When the previous question is moved, no discussion or amendment to either motion is permitted. If the majority vote that "The question is now put", the original motion has to be put without debate. If the motion to put the question is defeated, discussion will continue on the original motion.
13. A delegate shall not move a motion to refer back after having spoken on the question at issue.
14. A motion to refer back is not debatable and when properly seconded the question shall immediately be put to the Conference.
15. If a report is adopted it becomes the decision of the Conference.
16. When a question is pending before the Conference, no motion shall be in order except to refer to adjourn for the previous question to postpone for a definite time. If any of the foregoing motions is negated, it cannot be renewed until after an intermediate proceeding.
17. A motion may be reconsidered providing the mover of the motion to reconsider voted with the majority, and a notice of motion is given for consideration at the next sitting, and said notice of motion is supported by two-thirds of the delegates qualified to vote.

OSBCC

~~OSBCC~~

**ONTARIO SCHOOL BOARD
CO-ORDINATING COMMITTEE**



BY-LAWS

~~APRIL 2007~~
Effective April 2009

ARTICLE 1 – NAME

This organization shall be known as the Ontario School Board Co-ordinating Committee, a committee of the Ontario Division of the Canadian Union of Public Employees, hereinafter referred to as “The Committee”.

ARTICLE 2 – PURPOSE

The Committee shall determine its program of activity which should provide for co-ordination and unification of bargaining agendas and pinpoint the problems that are peculiar to the School Board sector with a view to having them dealt with further through the Regional Office (Ontario) and the Ontario Division. Such program shall be confined strictly to the occupational groupings and will not depart from those problems.

ARTICLE 3 – OBJECTIVES

The objectives of the Committee shall be:

- 1) To promote the participation and to unite the educational employees of Ontario in co-ordinating and presenting common objectives and matters pertaining to educational locals and members.
- 2) To present matters legal and legislative of concern to educational employees to the Ontario Division, Canadian Union of Public Employees.
- 3) To submit to the OSBCC Co-ordinator those matters referred to the Committee by the School Board Locals for consideration, advice and/or assistance.
- 4) To, at all times, work for the good and welfare of the members of the Ontario School Board Local Unions and for the support of the programs of the Ontario Division of the Canadian Union of Public Employees.
- 5) The Committee, as a body, shall not participate in or support person or persons for elected positions at Conventions.
- 6) The Committee shall take all possible steps to establish close co-operation and communications between educational local unions in Ontario.
- 7) The Committee, through the OSBCC Co-Ordinator, Researcher and the Collective Agreement Information System (CAIS), shall establish and maintain an up-to-date file of current collective agreements pertaining to school board locals.

- 8) To assist and work in co-operation with the officers and representatives of the Canadian Union of Public Employees in order to promote CUPE principles and policies, keep school board locals informed of ongoing programs and assist and help in all ways possible to create active, alert and responsive locals working together towards common, unified positions within the province.

ARTICLE 4 – ANNUAL CONFERENCE

- 1) A conference of Ontario School Board Locals Unions shall be held annually.
- 2) On the recommendation of the Committee, the Annual Conference will be held at a time and place set by the Chairperson. When selecting the conference location the Committee will make every attempt to utilize unionized facilities prior to non-unionized. Further, the conference location is to be accessible to all delegates regardless of the level of ability.
- 3) The theme and program of the annual conference shall be set out by the Committee, in consultation with the Ontario Division and the Research Department of the Canadian Union of Public Employees.
- 4) The Advance Conference Call shall be in the hands of the Local Unions, as soon as possible, after the time and place has been determined by the Committee. This shall be done at least four (4) months prior to the date of the **Annual** Conference.
- 5) The number of delegates who may attend the **Annual** Conference shall not be limited. **However**, voting delegates will be in accordance with Article 4D of the Ontario Division Constitution as amended from time to time.

(For reference purposes, voting delegate numbers are as per Article 4D of the Ontario Division Constitution effective May 2008)

Representation

At all ~~conventions~~ **conferences** of this Committee the basis of representation from affiliated ~~organizations~~ **local unions paying per capita tax** shall be:
~~From Local Unions paying per capita tax on:~~

1 to 100 members	- TWO delegates
101 to 200	- THREE delegates
201 to 300	- FOUR delegates
301 to 400	- FIVE delegates
401 to 500	- SIX delegates
501 to 600	- SEVEN delegates

601 to 700	- EIGHT delegates
701 to 850	- NINE delegates
851 to 1000	- TEN delegates

and plus one additional delegate for each additional 500 membership or major portion thereof.

Note: In the event that the Ontario Division **delegate** numbers change, these numbers will change to reflect the Ontario Division.

- 6) Registration fees for delegates shall be determined by the Secretary-Treasurer of The Ontario Division upon recommendation by the Committee for each **Annual** conference having regard to costs involved.
- 7a) Sitting members of the **Co-ordinating** Committee shall, if not delegated by their local unions, be accorded delegate status at the Annual Conference.
- 7b) The President of the Ontario Division, or the President's designate, shall be an accredited delegate to all **Annual** Conferences.
- 7c) District Councils of the Canadian Union of Public Employees shall be entitled to one (1) accredited delegate per Council to each **Annual** Conference.
- 8a) The Annual Conference shall be governed by Rules of Order in accordance with Appendix "A" attached hereto and forming part of ~~this Constitution~~ **these Bylaws**.
- 8b) The Chairperson may exercise his/her prerogative, and where deemed advisable, may waive the Rules of Order in order that a point of interest may be made by a delegate.
- 9) A quorum will be a minimum one-half (1/2) of the voting delegates properly credentialed and seated at any Annual Conference.

ARTICLE 5 – COMMITTEE REPRESENTATION

- 1) In the even numbered years, the delegates shall elect from the floor the Chairperson. Once elected **as the** Chairperson, that person will not serve as an Area Representative. The Chairperson shall be the designated member on the Executive Board of the Ontario Division, Canadian Union of Public Employees. The person elected must be a member in good standing of a Local affiliated with the Ontario Division.
- 2) In the even numbered years, the Committee shall elect from its members the

Vice Chairperson and the Secretary of the Committee. The person(s) elected must be a member in good standing of a Local affiliated with the Ontario Division.

3) The CUPE Co-Ordinator and Associate Co-ordinator of School Board Local Unions for Ontario shall act as liaison to the Committee and as a member of the Committee shall assist in every way possible to provide the Committee with the facilities and services of the National Organization.

4) Representation shall be as follows:

AREA 1 **District School Boards** ~~BOARDS 5A, 5B, 6A, 6B (not CUPE), 33A, 33B, 34A (not CUPE), 34B (not CUPE)~~

AREA 2 **District School Boards** ~~BOARDS 2, 31~~

AREA 3 **District School Boards** ~~BOARDS 1, 30A~~

AREA 4 **District School Boards** ~~BOARDS 3, 4, 30B, 32~~

AREA 5 **District School Boards** ~~BOARDS 25 (not CUPE), 26, 28, 52, 53, 54~~

AREA 6 **District School Boards** ~~BOARDS 27, 29, 55~~

AREA 7 **District School Boards** ~~BOARDS 13, 14, 15, 41, 45~~

AREA 8A **District School Board** ~~BOARDS 12, 40 (1) TDSB and (1) TCDSB~~
Bloorview MacMillan School Authority

AREA 8B **District School Board** ~~BOARDS 12, 40 (1) TDSB and (1) TCDSB~~

AREA 9 **District School Boards** ~~BOARDS 16, 19, 42, 43~~

AREA 10 **District School Boards** ~~BOARDS 7, 17, 44, 35~~
Parry Sound Roman Catholic Separate School Board Authority

AREA 11 **District School Boards** ~~BOARDS 18, 20, 21, 23, 46, 47, 48, 51~~

AREA 12 **District School Boards** ~~BOARDS 22, 50~~

AREA 13 **District School Boards** ~~BOARDS 8, 11, 24, 36, 38, 49~~

AREA 14 **District School Boards** ~~BOARDS 9, 10, 37, 39~~

AREA 15 **District School Boards** ~~BOARDS 56, 57, 60 a, 60 b, 61, 62 (not CUPE)~~

AREA 16 **District School Boards** ~~BOARDS 58, 63, 64~~

For District School Board Names see Appendix "B"
For maps of District School Board areas see Appendix "C"

OTHER MEMBERS

- 5) Where an occupation or a jurisdiction falling within the area of the scope of the Committee is not represented on the Committee as an Area Member, the Committee may appoint an additional Area Member to represent such occupational or jurisdictional group.
- 6) Elections shall be held at the Annual Conference in even numbered years, Committee members and alternates shall be elected by the delegates present from the Area which they are to represent. To be eligible for election, a person must be an elected delegate from an education sector Local union affiliated to the Ontario Division.

If no delegates run for election in an area, the OSBCC Co-ordinator / Associate Co-ordinator of the Ontario School Board Co-ordinating Committee will recommend an Area Rep to the Committee for approval **by the Committee** and immediate appointment.

- ~~7) The Committee, at its last regular meeting prior to the Annual Conference, may vote a sum of money to compensate the Secretary for personal expenses incurred during the preceding year. **(moved to Article 6)**~~
- 8) On the recommendation of the CUPE Co-ordinator / Associate Co-ordinator of the Ontario School Board Co-ordinating Committee, the Committee has the authority to appoint replacements for members of the Committee who resign, or who are absent from two (2) consecutive duly called meetings of the Committee without reasonable excuse. In the absence of an alternate and on the recommendation of the Co-ordinator, the Committee has the authority, subject to Articles 5) and 6) above, to appoint temporarily, replacements for an Area Representative.
- 9) The Health and Safety Representative and the Injured Workers' Representative shall be elected at the **Annual** Conference in even numbered years. In the event that either of these offices ~~falls~~ **fall** vacant, the vacancy shall first be offered to the runners-up on the ballot and then, if accepted, **such person** shall serve the

remaining term in office until the next general election at the next even numbered year conference.

ARTICLE 6 – COMMITTEE MEETINGS AND DUTIES

- 1) The Committee shall meet at least three (3) times per year at the call of the Chairperson, and such meetings shall be held in the City of Toronto unless otherwise decided upon by the Committee.
- 2) The Committee shall conduct all business referred to it by the Annual Conference, and shall, in the interval between conferences, have full and complete charge of all business.
- 3) Members of the Co-ordinating Committee shall be designated Area Committee Members and shall be responsible for the establishment of liaison with the Local Unions in their Areas and reporting Local Union problems to the Committee.
- 4) The Committee shall be empowered to set up sub-committees for study and reporting on special issues.
- 5) The Committee, in conjunction with the Co-ordinator / Associate Co-ordinator, shall advise Local Unions on all matters of contractual, legislative, or similar matters which may affect the welfare of the Local Union or its membership in general.
- 6) The Committee, or the Annual Conference, recognizing the autonomy of Local Unions shall have no right or authority to bind Local Unions to any course of action or decision of the Committee or Annual Conferences unless such decision is ratified by the Local Unions ~~concerned~~ **concerned**.
- 7) The members of the Committee or the Committee as a whole shall not in any way interfere in the operation of Local Unions unless so requested by the Local Union concerned, and then only in an advisory capacity.
- 8) The Committee, through the Co-ordinator / Associate Co-ordinator, shall be supplied with a copy of all collective agreements of Locals within their respective areas.
- 9) **The Committee, at its last regular meeting prior to the Annual Conference, may vote a sum of money to compensate the Secretary for personal expenses incurred during the preceding year.**

ARTICLE 7 – FINANCE

Financing shall be as provided in the Constitution of the Ontario Division and a separate accounting of all monies received and disbursed shall be maintained by the Ontario Division.

ARTICLE 8 – EXPENDITURES

- 1) All expenditures and bills of the Committee shall be accompanied by an expense voucher, duly signed by the member submitting the same along with receipts, where necessary, and approved by the Chairperson.
- 2) When attending meetings of the Committee, members shall receive expenses equal to that paid by the Ontario Division for attendance at Executive Board meetings.
- 3) In addition to the expenses stipulated in (2) above, when attendance at Committee meetings requires them to stay overnight, members of the Committee shall be reimbursed the single rate of hotel accommodation.
- 4) Members of the Committee shall be reimbursed for actual miscellaneous expenses incurred on behalf of the Committee or in the performance of their duties.
- 5) Transportation allowance for members of the Committee in order to attend to the business of the Committee shall be on the following basis:
 - a) Economy class return airfare via the shortest route;
 - b) Economy rail or bus return fare via the shortest route;
 - c) for the use of a member's personal automobile, an allowance shall be paid equal to that paid by the Ontario Division;
 - d) giving due consideration to the most economical and efficient manner, members of the Committee may choose their own mode of transportation and sections a), b), or c) shall apply. All travel should be arranged as recommended by CUPE National or CUPE Ontario.

ARTICLE 9 – NEWS BULLETINS, REPORTS AND PUBLICATIONS

- 1) The Committee shall, through the Ontario Division, Canadian Union of Public Employees, endeavor to publish such reports as required, giving a brief summary of Committee activities and Provincial news.

- 2) The Committee may, from time to time, publish reports, pamphlets, newsletters, etc. in order to acquaint Local Unions with urgent problems or to convey information to the Local Unions.
- 3) **Annual Conference Report**
A summary of the Annual Conference shall be prepared by the Secretary in conjunction with the Co-ordinator / Associate Co-ordinator and form part of the next OSBCC Report.
- 4) Reports to the **Annual Conference**
All committee members shall submit a written report to the Annual Conference.

ARTICLE 10 – AMENDMENTS TO THE BYLAWS

Written notice of amendments to the bylaws will be accepted from affiliated locals only, and are to be provided to the Secretary of the Committee by December 31st for inclusion in the second conference call distributed to locals. These Bylaws, or any of its clauses, may be amended at any regular Annual Conference by form of Resolution, or Committee Recommendation, and being approved by a two-thirds majority vote of the delegates present at the Annual Conference, provided, however, that such amendments do not conflict with the Constitution of the Canadian Union of Public Employees or the Ontario Division, and shall be subject to approval by the National President. Unless specifically stated otherwise, all amendments shall take effect upon approval of the National President.

APPENDIX "A"

RULES AND ORDER OF BUSINESS

The Rules and Order of Business governing **Annual** Conferences shall be:

1. The Chairperson, or in the absence of, or at the request of the Chairperson, a Vice-Chairman shall take the chair at the time specified at all regular and special Conferences. In the absence of both the Chairperson, or designated representative, a Chairperson shall be chosen by the Committee.
2. No question of religious character shall be discussed.
3. When a delegate wishes to speak such person shall proceed to one of the microphones provided for that purpose, and when recognized by the Chairperson shall give his/her name and the organization represented, and shall confine all remarks to the question at issue.
4. Speeches shall be limited to three (3) minutes except in the moving of a motion when the delegates shall be allowed five (5) minutes).
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt a speaker except if it is to call a point of order.
7. A delegate, when called to order shall, at the request of the Chairperson, take his/her seat until the question of order has been decided.
8. Should a delegate persist in unparliamentary conduct, the Chairperson may be compelled to name said delegate and submit the delegate's conduct to the judgement of the Conference **delegates**. In such case, the delegate whose conduct is in question should explain and then withdraw, and the Conference **delegates** will decide what course to pursue in the matter.
9. When a question is put, the Chairperson, after announcing the question, shall ask: "Are you ready for the question"? If no delegate wishes to speak, the question shall be put.
10. Questions may be decided by a show of hands, or a standing vote, on the basis of one (1) vote per delegate. A roll call vote may be demanded by two-thirds of

the delegates present. In a roll call vote each delegate shall be entitled to one (1) vote.

11. The Chairperson shall have the same rights as other delegates to vote on any question, and in the case of a tie vote, shall also cast the deciding vote.
12. When the previous question is moved, no discussion or amendment to either motion is permitted. If the majority vote that "The question is now put", the original motion has to be put without debate. If the motion to put the question is defeated, discussion will continue on the original motion.
13. A delegate shall not move a motion to refer back after having spoken on the question at issue.
14. A motion to refer back is not debatable and when properly seconded the question shall immediately be put to the Conference.
15. If a report is adopted it becomes the decision of the Conference.
16. When a question is pending before the Conference, no motion shall be in order except to refer to adjourn for the previous question to postpone for a definite time. If any of the foregoing motions is negated, it cannot be renewed until after an intermediate proceeding.
17. A motion may be reconsidered providing the mover of the motion to reconsider voted with the majority, and a notice of motion is given for consideration at the next sitting, and said notice of motion is supported by two-thirds of the delegates qualified to vote.

APPENDIX "B"

District School Board Names

DSB ID #	DSB Name	Area
1	District School Board Ontario North East	3
2	Algoma District School Board	2
3	Rainbow District School Board	4
4	Near North District School Board	4
5A	Keewatin-Patricia District School Board	1
5B	Rainy River District School Board	1
6A	Lakehead District School Board	1
6B	Superior-Greenstone District School Board	1
7	Bluewater District School Board	10
8	Avon Maitland District School Board	13
9	Greater Essex County District School Board	14
10	Lambton Kent District School Board	14
11	Thames Valley District School Board	13
12	Toronto District School Board	8
13	Durham District School Board	7
14	Kawartha Pine Ridge District School Board	7
15	Trillium Lakelands District School Board	7
16	York Region District School Board	9
17	Simcoe County District School Board	10
18	Upper Grand District School Board	11
19	Peel District School Board	9

DSB ID #	DSB Name	Area
20	Halton District School Board	11
21	Hamilton-Wentworth District School Board	11
22	District School Board of Niagara	12
23	Grand Erie District School Board	11
24	Waterloo Region District School Board	13
25	Ottawa-Carleton District School Board	5
26	Upper Canada District School Board	5
27	Limestone District School Board	6
28	Renfrew County District School Board	5
29	Hastings and Prince Edward District School Board	6
30A	Northeastern Catholic District School Board	3
30B	Nipissing-Parry Sound Catholic District School Board	4
31	Huron-Superior Catholic District School Board	2
32	Sudbury Catholic District School Board	4
33A	Northwest Catholic District School Board	1
33B	Kenora Catholic District School Board	1
34A	Thunder Bay Catholic District School Board	1
34B	Superior North Catholic District School Board	1
35	Bruce-Grey Catholic District School Board	10
36	Huron-Perth Catholic District School Board	13

DSB ID #	DSB Name	Area
37	Windsor-Essex Catholic District School Board	14
38	London District Catholic School Board	13
39	St. Clair Catholic District School Board	14
40	Toronto Catholic District School Board	8
41	Peterborough Victoria Northumberland and Clarington Catholic DSB	7
42	York Catholic District School Board	9
43	Dufferin Peel Catholic District School Board	9
44	Simcoe Muskoka Catholic District School Board	10
45	Durham Catholic District School Board	7
46	Halton Catholic District School Board	11
47	Hamilton-Wentworth Catholic District School Board	11
48	Wellington Catholic District School Board	11
49	Waterloo Catholic District School Board	13
50	Niagara Catholic District School Board	12
51	Brant Haldimand Norfolk Catholic District School Board	11
52	Catholic District School Board of Eastern Ontario	5
53	Ottawa Catholic District School Board	5
54	Renfrew County Catholic District School Board	5
55	Algonquin and Lakeshore Catholic District School Board	6
56	Conseil scolaire de district du Nord-Est de l'Ontario	15
57	Conseil scolaire de district du Grand Nord de l'Ontario	15

DSB ID #	DSB Name	Area
58	Conseil scolaire de district du Centre Sud-Ouest	16
59	Conseil des écoles publiques de l'Est de l'Ontario	17
60A	Conseil scolaire de district catholique des Grandes Rivières	15
60B	Conseil scolaire de district catholique Franco-Nord	15
61	Conseil scolaire de district catholique du Nouvel-Ontario	15
62	Conseil scolaire de district catholique des Aurores boréales	15
63	Conseil scolaire de district des écoles catholiques du Sud-Ouest	16
64	Conseil scolaire de district catholique Centre-Sud	16
65	Conseil scolaire de district catholique de l'Est Ontarien	17
66	Conseil scolaire de district catholique du Centre-Est de l'Ontario	17

APPENDIX “C”

District School Board Maps

To be inserted here –

File attached

AreaMaps.pdf



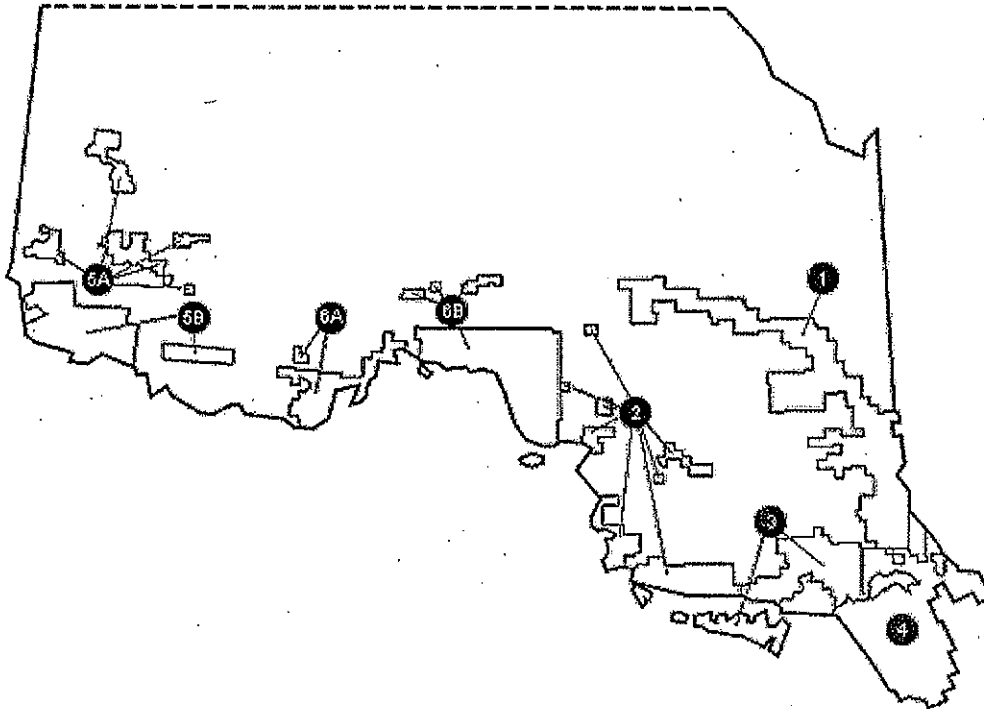
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District School Board Profiles

[Board Home](#) | [Board Search](#) | [Glossary](#) | [Frequently Asked Questions](#)

Northern Ontario English-Language Public District School Boards



School Boards in the District

1. [District School Board Ontario North East](#)
2. [Algoma District School Board](#)
3. [Rainbow District School Board](#)
4. [Near North District School Board](#)
- 5a. [Keewatin-Patricia District School Board](#)
- 5b. [Rainy River District School Board](#)
- 6a. [Lakehead District School Board](#)
- 6b. [Superior-Greystone District School Board](#)

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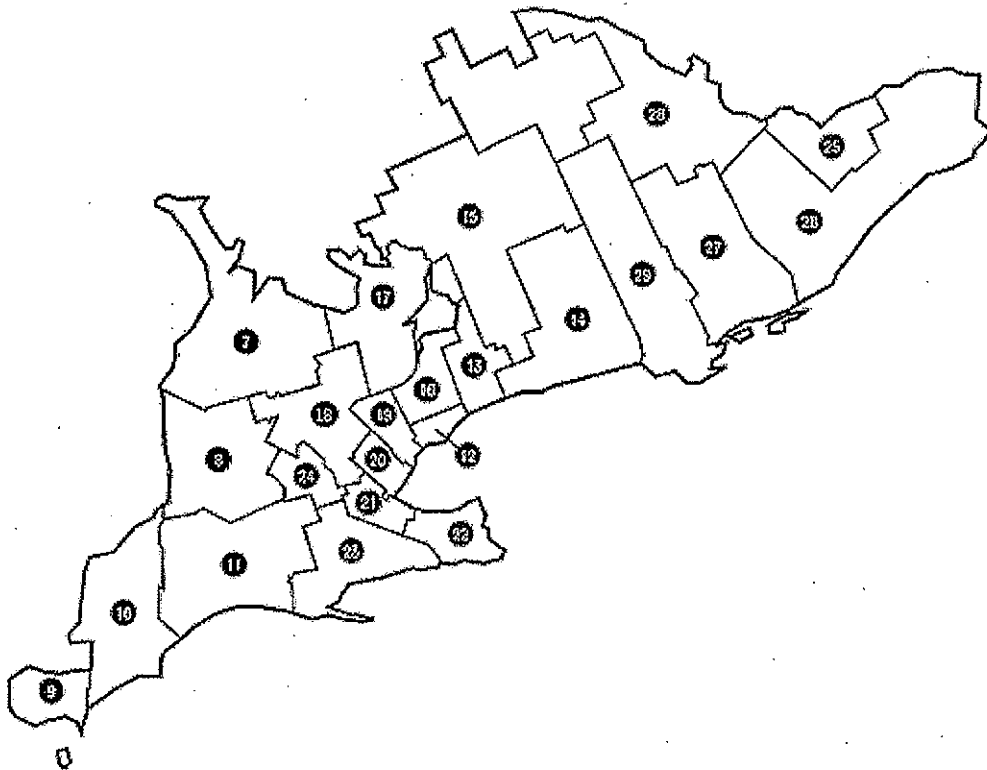
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[Board Home](#) | [Board Search](#) | [Glossary](#) | [Frequently Asked Questions](#)

Southern Ontario English-Language Public District School Boards



School Boards in the District

- 7. [Bluewater District School Board](#)
- 8. [Avon Maitland District School Board](#)
- 9. [Greater Essex County District School Board](#)
- 10. [Lambton Kent District School Board](#)
- 11. [Thames Valley District School Board](#)
- 12. [Toronto District School Board](#)
- 13. [Durham District School Board](#)
- 14. [Kawartha Pine Ridge District School Board](#)
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- 16. [York Region District School Board](#)
- 17. [Simcoe County District School Board](#)
- 18. [Upper Grand District School Board](#)
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- 20. [Halton District School Board](#)
- 21. [Hamilton-Wentworth District School Board](#)
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- 23. [Grand Erie District School](#)
- 24. [Waterloo Region District School Board](#)
- 25. [Ottawa-Carleton District School Board](#)
- 26. [Upper Canada District School Board](#)
- 27. [Limestone District School Board](#)
- 28. [Renfrew County District School Board](#)
- 29. [Hastings and Prince Edward District School Board](#)

31

| [Board Home](#) | [Board Search](#) | [Glossary](#) | [Frequently Asked Questions](#) |

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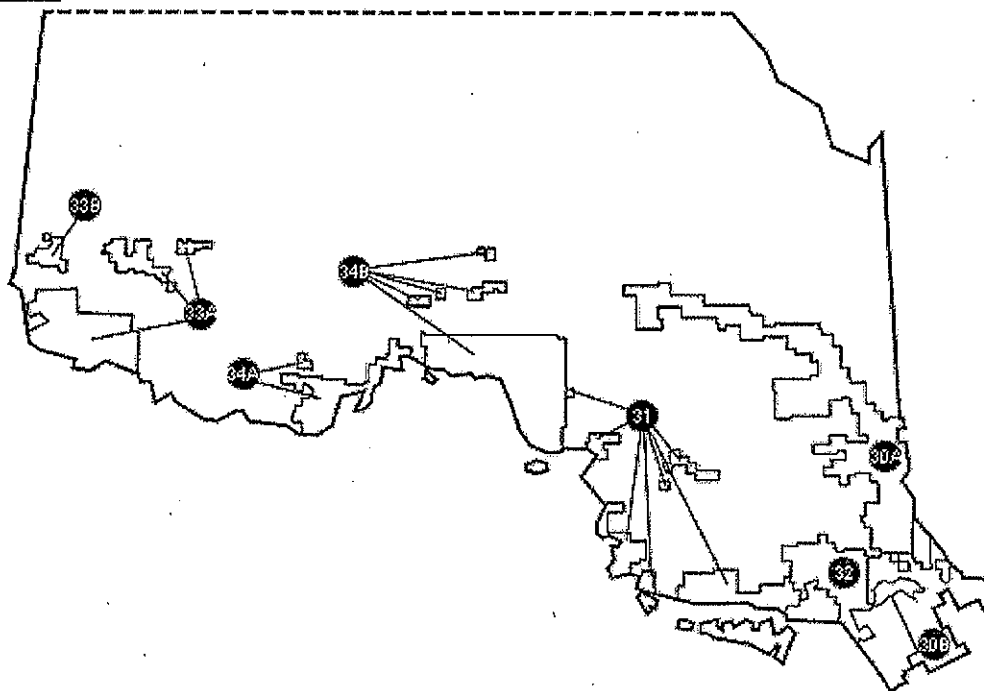
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District School Board Profiles

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Northern Ontario English-Language Catholic District School Boards



School Boards in the District

- 30a. [Northeastern Catholic District School Board](#)
- 30b. [Nipissing-Parry Sound Catholic District School Board](#)
- 31. [Huron-Superior Catholic District School Board](#)
- 32. [Sudbury Catholic District School Board](#)
- 33a. [Northwest Catholic District School Board](#)
- 33b. [Kenora Catholic District School Board](#)
- 34a. [Thunder Bay Catholic District School Board](#)
- 34b. [Superior North Catholic District School Board](#)

[Board Home](#) | [Board Search](#) | [Glossary](#) | [Frequently Asked Questions](#) |

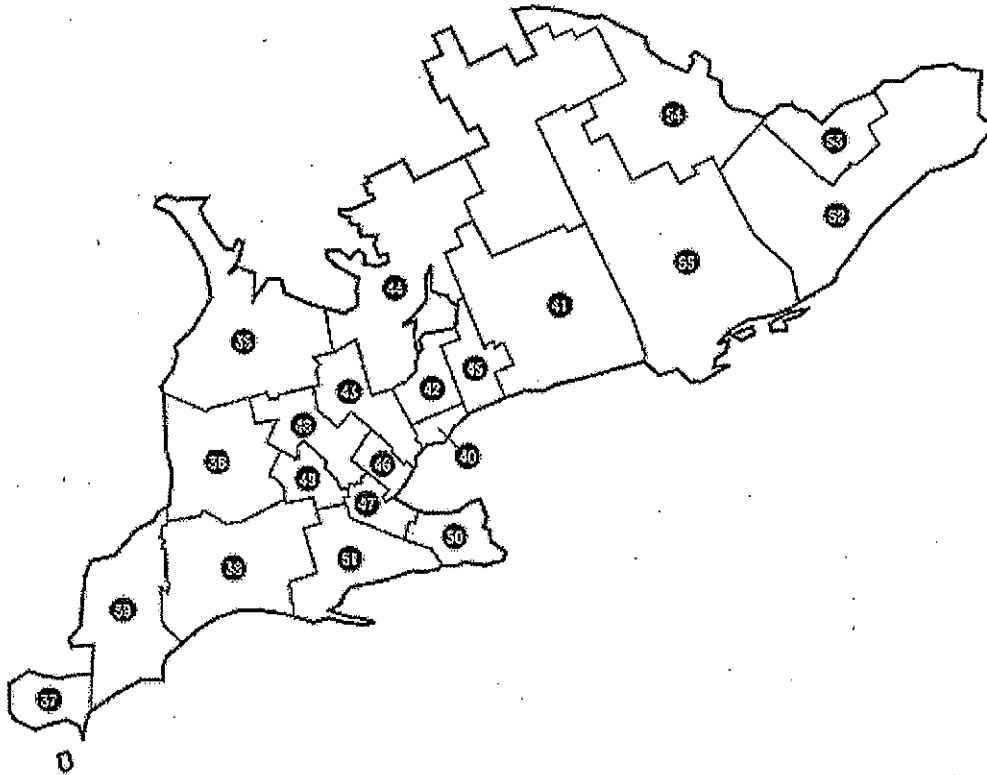

[What's New](#) [Elementary/Secondary](#) [Postsecondary](#) [Training/Jobs](#) [Publications](#) [Related Sites](#)

 You are in: [Home](#) > [Elementary and Secondary](#) > [District School Board](#) > [Board Search](#) > [Boundary Maps](#) > [Southern Ontario English-Language Catholic District School Boards](#)

District School Board Profiles

[Board Home](#) | [Board Search](#) | [Glossary](#) | [Frequently Asked Questions](#)

Southern Ontario English-Language Catholic District School Boards



School Boards in the District

- 35. [Bruce-Grey Catholic District School Board](#)
- 36. [Huron Perth Catholic District School Board](#)
- 37. [Windsor-Essex Catholic District School Board](#)
- 38. [District School Board 38 \(London Catholic\)](#)
- 39. [St. Clair Catholic District School Board](#)
- 40. [Toronto Catholic District School Board](#)
- 41. [Peterborough Victoria Northumberland and Clarington Catholic District School Board](#)
- 42. [York Catholic District School Board](#)
- 43. [Dufferin-Peel Catholic District School Board](#)
- 44. [Simcoe Muskoka Catholic District School Board](#)
- 45. [Durham Catholic District School Board](#)
- 46. [Halton Catholic District School Board](#)

- 47. [Hamilton-Wentworth Catholic District School Board](#)
- 48. [Wellington Catholic District School Board](#)
- 49. [Waterloo Catholic District School Board](#)
- 50. [Niagara Catholic District School Board](#)
- 51. [Brant Haldimand-Norfolk Catholic District School Board](#)
- 52. [Catholic District School Board of Eastern Ontario](#)
- 53. [Ottawa-Carleton Catholic District School Board](#)
- 54. [Renfrew County Catholic District School Board](#)
- 55. [Algonquin and Lakeshore Catholic District School Board](#)

29

[| Board Home](#) | [| Board Search](#) | [| Glossary](#) | [| Frequently Asked Questions](#) |

[| central site](#) | [| feedback](#) | [| search](#) | [| site map](#) | [| français](#) |

[| What's New](#) | [| Elementary/Secondary](#) | [| Postsecondary](#) | [| Training/Jobs](#) | [| Publications](#) | [| Related Sites](#) |



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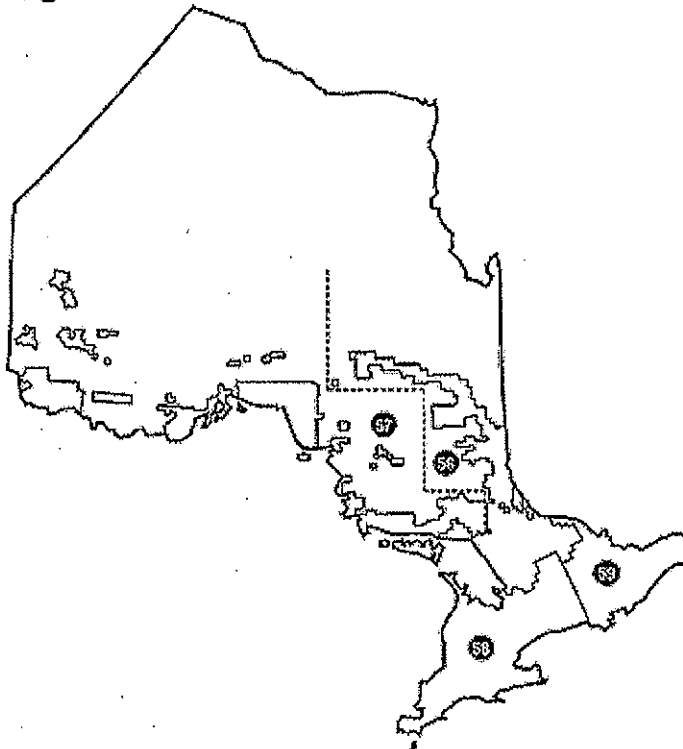
This page was last updated on Monday, September 10, 2001.



District School Board Profiles

[Board Home](#) | [Board Search](#) | [Glossary](#) | [Frequently Asked Questions](#)

French-Language Public District School Boards



School Boards in the District

- 56. [Conseil scolaire de district du Nord-Est de l'Ontario](#)
- 57. [Conseil scolaire de district du Grand Nord de l'Ontario](#)
- 58. [Conseil scolaire de district du Centre Sud-Ouest](#)
- 59. [Conseil scolaire de district de l'Est de l'Ontario](#)

4

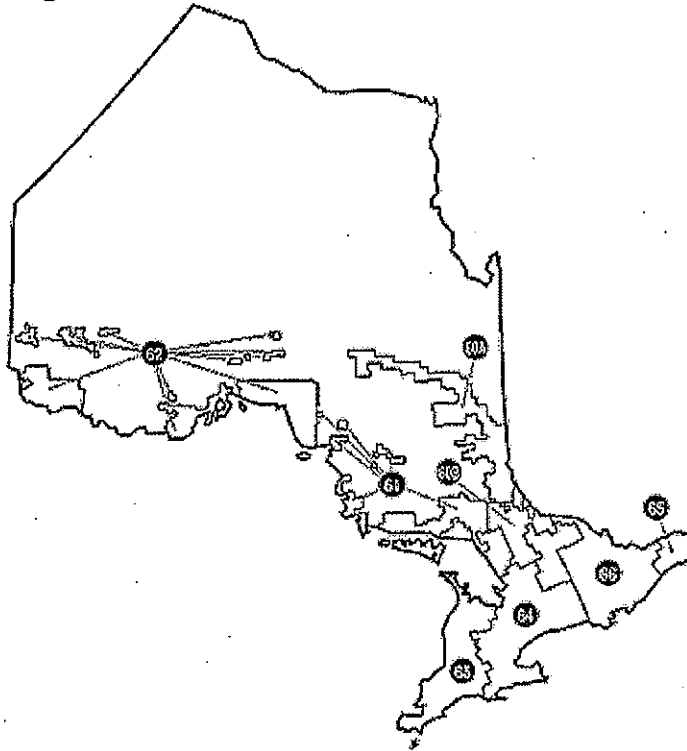
[Board Home](#) | [Board Search](#) | [Glossary](#) | [Frequently Asked Questions](#) |



District School Board Profiles

[Board Home](#) | [Board Search](#) | [Glossary](#) | [Frequently Asked Questions](#)

French-Language Catholic District School Boards



School Boards in the District

- 60a. [Conseil scolaire de district catholique des Grandes Rivières](#).
- 60b. [Conseil scolaire de district catholique Franco-Nord](#)
- 61. [Conseil scolaire de district catholique de Nouvel Ontario](#)
- 62. [Conseil scolaire de district catholique des Aurores boréales](#)
- 63. [Conseil scolaire de district des écoles catholiques du Sud-Ouest](#)
- 64. [Conseil scolaire de district catholique Centre-Sud](#)
- 65. [Conseil scolaire de district catholique de l'Est ontarien](#)
- 66. [Conseil scolaire de district catholique de Centre-Est de l'Ontario](#)

8

[Board Home](#) | [Board Search](#) | [Glossary](#) | [Frequently Asked Questions](#) |

A graphic consisting of three overlapping rectangles. The top-left rectangle is light gray with a halftone dot pattern. The bottom-left rectangle is solid black. The right-side rectangle is light gray with a halftone dot pattern. The text "CONSTITUTION" and "May 2008" is centered over these rectangles.

CONSTITUTION
May 2008

Canadian Union of Public Employees
Ontario Division

I N D E X

		<u>Page</u>
PREAMBLE		1
ARTICLE 1	Name and Authority	1
ARTICLE 2	Objectives	1
ARTICLE 3	Membership	2
ARTICLE 4	Conventions	3
ARTICLE 5	Composition of Executive Board and Trustees	7
ARTICLE 6	Election of Executive Board and Trustees	7
ARTICLE 7	Duties of Executive Officers, Executive Board Members and Trustees	9
ARTICLE 8	Executive Board, Trustees and Standing Committees	14
ARTICLE 9	Finance	18
ARTICLE 10	News Bulletin	21
ARTICLE 11	Amendments to the Constitution	21
APPENDIX "A"	Rules and Order of Business	22
CUPE ONTARIO EXECUTIVE BOARD		24

**Canadian Union of Public Employees
ONTARIO DIVISION**

CONSTITUTION

PREAMBLE

This Constitution is designed to give proper balance to the administration of the Division. Duties should be shared by many, rather than the few. While various committees have been designated as "Standing Committees", this in no way precludes the possibility of further committees being established from time to time, as may be required and necessary. In order to improve and maintain the social and economic welfare of its members, and to give clear evidence of its recognition of the unity of Organized Labour, this Division has been formed, and does now establish this Constitution for its government.

ARTICLE 1 • NAME AND AUTHORITY

- (a) This organization shall be known as "Canadian Union of Public Employees, Ontario Division" or "CUPE Ontario" and shall hereinafter be referred to as "the Division".
- (b) This Division shall be subject to the Constitution of the Canadian Union of Public Employees.

ARTICLE 2 • OBJECTIVES

- (a) The objectives of the Division shall be:
 - 1. To advance the efficiency of public employees generally and the Labour Movement as a whole.
 - 2. To support the objectives of the Canadian Union of Public Employees, as set out in Article II of the Canadian Union of Public Employees' Constitution.
 - 3. To promote suitable legislative measures within the Province to further the interests, aims and objectives of its member local unions as from time to time prevail.

4. To promote the maximum participation of locals in this Division, the Canadian Union of Public Employees, the Canadian Labour Congress, Provincial Federations, District Public Employee Councils, Labour Councils and Provincial Occupational groups.
 5. To assist in the organization of unorganized workers generally, and public employees in particular, in this Province.
 6. To promote such educational, legislative, social and other activities as may assist the affiliated locals.
 7. To obtain maximum participation by locals in programs in the Canadian Union of Public Employees.
 8. To obtain the maximum participation of public employee retirees in legislative, social and other activities that may affect their welfare in retirement.
- (b) The policy of this body is to conduct its business in a peaceful and lawful manner.
- (c) This Division further stands unequivocally for equality of treatment regardless of race, colour, nationality, sexual orientation, place of origin, sex, ancestry, ability, creed, religion, class, age or political affiliation, and will oppose discrimination of same wherever it occurs or appears.

ARTICLE 3 • MEMBERSHIP

The membership of the Division shall be open to any local union, provincial union, district council or council of unions chartered by, and in good standing with, the Canadian Union of Public Employees.

A local union, once affiliated, ceasing membership in the Division, must pay all per capita tax arrears for the time outside the membership of the Division, but not to exceed one year's per capita tax, to be fully reinstated as affiliated members. The foregoing shall be subject to formal appeal to the Division Executive Board by any delinquent local for relief from the provisions of this section. Such decision is to be submitted to the next Convention for approval or amendment.

ARTICLE 4 • CONVENTIONS

(a) **Date and Location**

The Division shall meet annually, the date and time of the next Convention shall be fixed by the Executive Board having regard for time and place of other Conventions held by organizations to which this Division and its members are affiliated. Division Conventions may be planned up to five years in advance, taking into consideration such invitations as are forthcoming from affiliates.

(b) **Convention Call**

The Convention Call shall be in the hands of the affiliates at least one hundred and twenty (120) days prior to the date of the Convention and the Convention Call shall set out the last date for Resolutions to be considered at the Convention.

(c) **Special Convention Call**

A special Convention called for the purpose of considering an emergent matter referred by the Executive Board shall be in the hands of the affiliates at least forty-five (45) days prior to the date of the Convention and shall only discuss the matters presented by the Executive Board.

(d) **Representation**

At all Conventions of this Division, the basis of representation from affiliated organizations shall be:

1. From local unions paying per capita tax on—

No. of Members	No. of Delegates
1 to 100	Two
101 to 200	Three
201 to 300	Four
301 to 400	Five
401 to 500	Six
501 to 600	Seven
601 to 700	Eight
701 to 850	Nine
851 to 1000	Ten

and one additional delegate for each additional 500 membership or major portion thereof.

2. a) From district councils the basis for representation shall be two delegates

per affiliated council. For councils of unions, the basis for representation shall be one delegate per affiliated council of unions. Representatives from district councils or councils of unions must hold membership in an affiliated local union.

b) To be entitled to representation in Convention, a local union shall have paid per capita tax on its total membership up to and including March 31st of each year in which the Convention is held. Such payment must be received by April 30th.

c) The membership upon which the per capita payment for the last quarter of the calendar year preceding Convention is made shall be used for the purpose of determining delegate representation at Convention.

d) A district council or council of unions shall have paid its annual affiliation fee by April 30th.

e) Local unions having less than one hundred (100) full-time members or equivalent (as determined in accordance with the formula set out in Article 9(a) for the payment of per capita tax on part time members) may make application to the Executive Board for transportation and registration fee subsidization to assist in their sending of a delegate to the Division Convention, and the Executive Board is empowered to act thereon.

(e) **Alternate Delegates**

1. An affiliated local union, district council or council of unions may elect alternate delegates to attend annual Conventions. An alternate delegate shall be entitled to attend sessions of the Convention, shall be entitled to voice but no vote, except in the absence of a duly elected delegate. For the purpose of this section, the duly elected alternate delegate must be in possession of a delegate's badge prior to being afforded vote. It shall be the responsibility of the presiding officer to ensure that the intent of this section is carried out.

2. At all Conventions of this Division, the basis of alternate delegate representation from affiliated organizations shall be:

From local unions paying per capita tax on-

No. of Members	No. of Alternates
75 members or less	One
76 to 500	Two
501 to 1000	Three
1001 and up	Four

From district councils, or councils of unions, the basis for representation shall be one alternate per affiliated council. Representation from district councils or councils of unions must hold membership in an affiliated local union.

(f) **Registration Fees**

Delegates, alternate delegates and guests (other than official guests) to the annual Convention shall pay a registration fee, the amount of which shall be determined by the Executive Board.

(g) **Quorum**

A quorum shall be one-half of the voting delegates properly credentialed and seated at any regular Convention of the Division.

(h) **Resolutions and Amendments**

All resolutions to be considered at a Convention must be submitted by a local union or district council, or by the Executive Board of the Division, or committee thereof, so that they are in the office of the Secretary-Treasurer no later than seventy five (75) days prior to the Convention, and must not exceed 200 words in total. All resolutions must be submitted under the letterhead of the affiliate submitting same, and signed by the presiding officer and secretary of such affiliate. The Division shall then forward the resolutions not later than thirty-five (35) days in advance of the date of the commencement of the Convention to all local unions.

(i) Resolutions dealing with matters that have arisen less than seventy-five (75) days prior to the Convention can only be dealt with on majority consent of the delegates in Convention and after two (2) hours of providing the resolution to delegates. Constitutional amendments submitted later than seventy-five (75) days prior to the Convention can only be dealt with by Convention on majority consent of the delegates in Convention providing that the constitutional amendment has been forwarded to all affiliated organizations at least thirty (30) days prior to Convention.

(j) **Convention Committees**

There shall be four Convention committees, namely, Credentials, Resolutions, Ways and Means, and Constitution and Law. All chairpersons and members of committees shall be appointed by the Executive Board from the registered delegates. All committees shall be notified as early as possible prior to the opening of the Convention, and if it is necessary during the Convention that revisions be made to said committees, or that additional committees are required, the President shall appoint same, subject to the approval of the delegates. The President, if it is found necessary, shall be empowered to convene such committees prior to the opening of the Convention and their term of appointment shall expire at the adjournment of the Convention.

The local Convention committee shall be formed, and the chairperson thereof may be requested to assist the Executive Committee in the selection of Convention accommodations, the selection and obtaining of speakers, and may further be requested to select a chairperson of the opening sessions of Division Conventions. The local committee will be requested to assist in the operation of those other appropriate functions of the Convention.

(k) **Order of Business**

1. Credentials Committee Report (interim)
2. President's Report
3. Secretary-Treasurer's Report
4. Trustees' Report
5. Officers' Reports
6. Report of Standing Committees
7. Reports of Convention Committees
8. Nominations and Elections
9. Good and Welfare suggestions
10. Final Report of Credentials Committee
11. Adjournment

(l) **Rules of Order**

Rules of order shall be in accordance with Appendix "A" attached hereto, and forming part of this Constitution. Bourinot's Rules of Order shall prevail on matters not covered by the Rules of Order.

(m) **Executive Board Reports to Convention**

Executive Board members and chairpersons of standing committees shall submit written reports of all their actions during their term of office, at least thirty (30) days prior, where possible, to the convention. The reports shall contain full information on the disposition of resolutions from the previous Convention referred to such officers or chairpersons. These reports shall form part of the general Convention report.

(n) **Convention Report**

A summarized report of the Convention shall be prepared by the Secretary-Treasurer, under the supervision of the President, and forwarded to all affiliated locals and accredited delegates and, where possible, such report shall be forthcoming within four (4) months from the close of the Convention.

(o) **Incumbent Executive Board Members to Convention**

1. An incumbent Executive Board Member or Trustee who is not an accredited delegate at the time of Convention in the even-numbered years shall be entitled to attend Convention at the expense of the Division, with voice but no vote. They shall not be eligible for re-election.

2. An incumbent Executive Board Member or Trustee who is not an accredited delegate at the time of Convention shall be entitled to attend the Convention at the expense of the Division with voice and vote, in the odd-numbered years of the Convention when no election of Executive Board Members is held.

3. Notwithstanding paragraphs 1 and 2, no incumbent Executive Board Member or Trustee shall be entitled to attend Convention unless the local union, of which they are a member, is entitled to representation at Convention.

(p) **Staff Voice at Convention**

The Staff Representatives and National Executive Board Members of the Canadian Union of Public Employees shall be permitted voice on any debate which is not of a nature that would intrude on the autonomy of the Division where its administration is concerned.

(q) **Reports of Provincial Occupational Groups and Provincial Retirees Groups**

All Provincial Occupational Groups and Provincial Retirees Groups shall submit their reports to the Division thirty (30) days prior to the Convention.

(r) **Unresolved Resolutions**

All resolutions, excluding constitutional amendments, not resolved by Convention will be referred to the Executive Board for decision upon adjournment of Convention.

ARTICLE 5 • COMPOSITION OF EXECUTIVE BOARD AND TRUSTEES

- (a) The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, one Diversity Vice-President Aboriginal Workers chosen by the Aboriginal Workers Caucus at Convention and one Diversity Vice-President Racialized Workers chosen by the Racialized Workers Caucus at Convention, six Executive Members, and one representative from each of the five Provincial Occupational Groups established pursuant to Article 4 of the National Constitution, and one from the Provincial Retirees Group with voice only. At least one member of the Executive Board other than the Occupational groups, Racialized, Aboriginal, or Retirees representatives shall be from Northern Ontario as defined in Article 7.2 of the National Constitution.
- (b) The Executive Officers shall be President and Secretary-Treasurer.
- (c) The Executive Committee shall consist of the two (2) Executive Officers, the four (4) Vice-Presidents, the Diversity Vice-President Aboriginal Workers and the Diversity Vice-President Racialized Workers elected to the Board.
- (d) There shall be three Trustees.

ARTICLE 6 • ELECTION OF EXECUTIVE BOARD AND TRUSTEES

- (a) Election of Executive Board, except for the Diversity Vice President Racialized Workers and the Diversity Vice-President Aboriginal Workers, representatives

of the Provincial Retirees Group and Occupational Groups, shall be held biennially in the even-numbered years, on the morning of the day prior to the close of the Convention. The Diversity Vice-President Racialized Workers and the Diversity Vice-President Aboriginal Workers on the Executive Board shall be elected in their respective caucuses, biennially in the even-numbered years at Convention.

- (b) No person, except the President and the Secretary-Treasurer, shall be eligible for election to any office or to the membership of any committee unless such person is a member in good standing of an affiliated local union, and 1) a delegate from said local union, 2) a delegate from affiliated district council to which their local is affiliated or, 3) a delegate from a council of unions to which their local is affiliated. Such person, if elected, shall retain office only so long as their local union remains an affiliate of the Division. The President and the Secretary-Treasurer shall be deemed to be delegates to Convention with all rights and privileges.
- (c) The President shall appoint an Election Committee Chairperson who shall appoint assistants to conduct the elections. They shall not be candidates for office.
- (d) The Election Committee Chairperson shall be responsible for the issuing and receiving of ballots to and from the delegates.
- (e) Elections shall be conducted by a secret ballot, one delegate-one vote. All single positions (President, Secretary-Treasurer) shall be elected by simple majority vote. All multiple positions (Executive Members and Trustees) shall be elected by a plurality vote, but no candidate shall be elected who receives less than 25 per cent of the total votes cast.
- (f) Nominees allowing their names to go forward for office shall, upon acceptance of nomination, come forward to the Convention platform, and clearly and audibly speak the following lines to the assembled delegates:

"In accepting nomination, I make oath and say that I am not associated in any manner whatsoever with any group which expounds or promotes or encourages any doctrine or philosophy contrary to, or subversive of, the fundamental principles and institutions of the democratic form of government of Canada, and further, I make oath and say, if elected I will faithfully support the Constitution, principles and policies of the Division and of the Canadian Union of Public Employees."

- (g) Immediately following the close of voting, the Election Committee shall proceed to count the ballots, and upon completion of same, they shall notify the Chairperson, and their report shall be made immediately. The total number of ballots for each candidate shall be recorded and reported to the Convention.
- (h) The election of each office shall be completed before nomination may be accepted for subsequent office.

- (i) 1. The duly elected Executive Board and Trustees shall be obligated immediately following the completion of elections and shall take office within twenty-eight (28) days following the date of the election.
2. Immediately at the close of the Convention, the Executive Board and the Executive Board elected shall meet to arrange for the formal transfer of responsibility.
3. As prescribed, within twenty-eight (28) days following the election, the incoming Executive Board and outgoing Executive Board shall meet and the formal transfer of responsibility and the establishment of committees shall take place.
- (j) Trustees shall serve for overlapping three-year terms with one to be elected each year at Convention.

(k) **Obligation of Executive Board and Trustees**

"I (give name), do most sincerely promise upon my sacred honour, that I will truly and faithfully, to the best of my ability, perform the duties of my office for the ensuing term, as prescribed in the Constitution and Laws of this Division, and as an officer of this Division, I will, at all times, endeavour, both by counsel and example, to promote the harmony and preserve the dignity of its sessions.

I further promise that at the close of my official term, I will promptly deliver all monies, books, papers or other property in my possession, to my duly elected successor to office."

<p style="text-align: center;">ARTICLE 7 • DUTIES OF EXECUTIVE OFFICERS, EXECUTIVE BOARD MEMBERS AND TRUSTEES</p>
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(a) **President**

- 1. The office of the President shall be a full-time elected office, elected every two (2) years in the even year.
- 2. It shall be the responsibility of the elected President to have previously assured leave of absence from employment for the full term of office.
- 3. It shall be the duty of the President to preside at all Conventions of the Division and all meetings of the Executive Board and preserve order. The President shall be an ex-officio member of all committees. The President shall sign all cheques, bank drafts and other official documents relevant to the operation of the Division.
- 4. The President shall have the authority to enforce and interpret the Constitution of the Division, and such interpretation shall be conclusive and in full force and effect, unless reversed or changed by the Executive Board or by the Convention.

5. The President shall, in order to carry out the day-to-day function of the Division, utilize the Division office located in Metropolitan Toronto.

6. The President shall:

a) Co-ordinate and promote the activities of the Committees of the Division and in particular, the legislative aims of the Division and be responsible for the presentation of briefs.

b) Represent the Division, including liaison capacity, wherever directed by the Executive Board.

c) Subject to the approval of the Executive Board, make available all books, papers and other Division effects for inspection.

7. The President, by virtue of the office, shall represent the Division as a fully accredited delegate at all Conventions of labour organizations to which the Division is affiliated and shall be appointed as the Division's representative to the Executive Board of the Ontario Federation of Labour.

8. The President shall be a fully accredited delegate to the Division Convention, with all rights and privileges.

9. a) The President shall receive a salary, daily expense allowance, vacation allowance and permanent parking allowance equal to that paid from time to time to a CUPE Regional Director. In addition, coverage in the following welfare plans, fully paid by the Division:

Long Term Disability ♦ Life Insurance ♦ Extended Health Care

b) Further, the Division will pay 50% of a Pension Plan contribution to provide for either the continuation of the President's Pension Plan, if possible, enjoyed when in the employ of their previous employer, or an equivalent plan.

10. The President shall receive the following allowances:

a) A motor vehicle provided through a lease arrangement equivalent to the CUPE National Motor Vehicle Lease Policy.

b) Credit cards for use in respect of Division business.

11. The President shall submit a monthly activity report to the members of the Executive Board and a monthly expense account together with all covering receipts to the Treasurer. Payment of these accounts will be made, subject to their review and possible adjustment, at the following Executive Board meeting.

(b) **Immediate Past President**

The Executive Board may appoint the Immediate Past President to the Executive Board, in the first year of the succession of a new President. The Immediate Past President shall at all times assist the Officers and Members by making available to them the benefits of experience in office and shall have full voice but no vote at meetings.

(c) **First Vice-President**

Shall, in the absence of the President, preside and perform all duties pertaining to the office of the President and render such assistance as may be required.

(d) **Second Vice-President**

Shall, in the absence of the First Vice-President, perform all duties pertaining to that office, and perform such duties as may be assigned, and in the case of a permanent vacancy in the office of the First Vice-President shall become the First Vice-President.

(e) **Third Vice-President**

Shall perform in the absence of the Second Vice-President, all duties pertaining to that office, and perform such duties as may be assigned, and in the case of a permanent vacancy in the office of the Second Vice-President, shall become the Second Vice-President.

(f) **Fourth Vice-President**

Shall perform in the absence of the Third Vice-President, all duties pertaining to that office, and perform such duties as may be assigned, and in the case of a permanent vacancy in the office of the Third Vice President, shall become the Third Vice-President.

(g) **Secretary-Treasurer**

The Secretary-Treasurer shall be the Administrative Officer of the Division under the authority of the President, and shall utilise the Division Office located in Metropolitan Toronto. The Office of the Secretary-Treasurer shall be an elected post and such office shall be filled at an election to be held every two years in the even year. It shall be the responsibility of the elected Secretary-Treasurer to have previously assured leave of absence from employment for the full term of office.

The Secretary-Treasurer shall:

1. a) Receive all monies payable to the Division and deposit such funds to such accounts as may be approved by the Executive Board.

b) Receive all monies, being membership fees, government grants, donations and interest payable to the Provincial Retirees Group, or their successors, and deposit such monies to a separate account on their behalf as may be approved by the Executive Board.

2. With the approval of the President, pay all bills, wages, expenses and such other payments as may be necessary, as authorized by the Convention and the Executive Board.
3. Make all authorized disbursements by means of a cheque countersigned by the President. All cheques shall be so designed as to provide an appropriate space that will allow for an explanation of said payment to be entered.
4. Prior to issuing any cheque for payment, receive an invoice stating what the payment is for and enter the cheque number and the date of payment on the invoice when making payment.
5. Be in charge of all books, documents, files and effects of the Division. Such books, documents, files and effects shall, at all times, be subject to inspection by the President and/or the Executive Board.
6. Prepare and submit a financial statement of the Division, together with a summary of all cheques issued, to each meeting of the Executive Board.
7. Turn over all books and records - relative to receipts and expenditures - to the Trustees in April and October of each year so that an audited statement can be presented to the Executive Board semi-annually and to Convention annually.
8. Close all accounts of the Division at the end of the quarter immediately preceding the annual Convention. All monies received or disbursed after that date shall not be reported in the general balance account to that Convention. Print the financial statement, as approved by the Trustees, as a separate document for submission to the Convention.
9. Issue receipts for all income received. A cancelled cheque, or other such negotiable instrument for the purpose of this clause shall be recognized as a receipt.
10. Send out quarterly financial statements to all local unions, showing the per capita tax stand of the local union to which such statement is sent and pointing out to such local union the constitutional requirements that affiliates must remain in good standing with the Division. Annual statements shall be forwarded to all district councils.
11. Be bonded in such amount as may be determined by the Executive Board.
12. Prepare and submit to the Executive Board a budget outlining the anticipated revenue and expenses of the Division for the coming fiscal year. The budget, after having been dealt with by the Executive Board, shall then be presented to the annual Convention.
13. Issue the call for and act as Secretary to the annual Convention and, in addition, shall act as Secretary to all committees. Shall cause the proceedings of all Conventions and sessions of the Executive Board to be recorded. A report of the annual Convention shall be forwarded to each delegate and to

each local union within four (4) months from the ending of Convention, where possible.

14. Conduct all correspondence pertaining to the office and shall purchase all supplies necessary for the office. All supplies purchased shall be as approved by the Executive Committee.

15. Keep a record of the total membership of each local union and report to the Convention, showing the number of affiliated locals and total membership. Keep a record of the membership of the Provincial Retirees Group.

16. Be the Editor and Publisher of the Division "OURSPACE", in accordance with Article 10 of this Constitution.

17. Be responsible for the preparation of briefs.

18. Be empowered with the approval of the Executive Board, to employ such stenographic or other assistance as necessary.

19. Make a report on the administration of the office to the Convention.

20. Be a fully accredited delegate to the Division Convention, with all rights and privileges.

21. The Secretary-Treasurer shall receive a salary, vacation allowance and permanent parking allowance equal to that paid from time to time to a CUPE Assistant Regional Director.

In addition, coverage in the following welfare plans will be fully paid for by the Division.

Long Term Disability ♦ Life Insurance ♦ Extended Health Care

Further, the Division will pay fifty per cent (50%) of a Pension Plan contribution to provide for either the continuation of the Pension Plan enjoyed by the Secretary-Treasurer while in the employ of their previous employer, if possible, or an equivalent Pension Plan.

22. The Secretary-Treasurer shall receive expenses equivalent to those received by a CUPE Assistant Regional Director when required by the President or by the Executive Board to carry out duties that would normally be performed by the President.

23. The Secretary-Treasurer shall receive a daily expense allowance for committee meetings, conferences, seminars and Conventions equal to that received by a CUPE Assistant Director.

(h) **Executive Board Members**

The Executive Board Members shall fulfil all duties required or referred to them by the Convention, the Executive Board or President.

(i) **Duties of Trustees**

The Trustees shall perform duties as outlined in this Constitution, and shall prepare the annual audit statement to be presented to the annual Convention. The trustees shall make an audit as of March 31st of each year. They shall make an audit at all times when the Secretary-Treasurer is elected or appointed when a vacancy occurs in the office of Secretary-Treasurer for any reason.

ARTICLE 8 • EXECUTIVE BOARD, TRUSTEES AND STANDING COMMITTEES

(a) The Executive Board shall consist of a President, Secretary-Treasurer, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President, one Diversity Vice-President Aboriginal Workers, one Diversity Vice-President Racialized Workers, six Executive Members, and one representative from each of the five Provincial Occupational Groups established pursuant to Article 4 of the National Constitution, one representative chosen by an Aboriginal Workers Caucus at Convention and allocated to an Aboriginal delegate, one representative chosen by a Racialized Workers Caucus at Convention and allocated to a racialized delegate, and one from the Provincial Retirees Group with voice only.

(b) The Executive Board shall conduct all business referred to it by Convention and shall, in the interval between Conventions, have full and complete charge of all business of the Division not otherwise provided for. The Executive Board shall meet quarterly. The locale shall be designated by the President. Fifty percent plus one (50% + 1) member shall constitute a quorum.

(c) The Executive Committee shall consist of the President, Secretary-Treasurer and four (4) Vice-Presidents, the Diversity Vice-President Aboriginal Workers and the Diversity Vice-President Racialized Workers elected to the Board. The Executive Committee shall meet prior to each meeting of the Executive Board. It shall organize and co-ordinate such political campaigns and activities to promote the principles and objectives of CUPE Ontario members.

It shall work closely with local unions, district councils and provincial occupational groups to promote their involvement in political action and campaigns at the municipal, provincial and federal levels.

It shall be responsible for the presentation and submission of briefs to the Provincial Government and other bodies; and shall be responsible for preparing and submitting resolutions to the National Convention.

It shall be responsible for international affairs and the promotion of International Solidarity.

- (d) 1. No person shall continue to hold office or membership on any committee if the person has voluntarily severed employment in the jurisdiction of a CUPE local union. Should a person temporarily leave the jurisdiction of any CUPE local union to accept employment outside the jurisdiction of any CUPE local union, such a person may remain in office or member of a committee for no longer than twelve (12) months.
2. Where a permanent vacancy occurs in the office of President, the First Vice-President shall issue, within six (6) days of the date of the vacancy occurring, notice of a meeting of the Executive Board, to be held within sixteen (16) days of the date of the vacancy, in order to elect a President to serve until the next Convention. Only voting members of the Executive Board shall be eligible for election to the office of President and a simple majority of votes cast shall be required for election. If the vacancy occurs before an odd year Convention, an election for the office of President shall be held at the odd year Convention following the procedure in Article 6.
3. Where a permanent vacancy occurs in the office of the Secretary-Treasurer, the President shall issue, within six (6) days of the date of the vacancy, notice of a meeting of the Executive Board, to be held within sixteen (16) days of the date of the vacancy, in order to elect a Secretary-Treasurer to serve until the next Convention. Only voting members of the Executive Board shall be eligible for election to the office of Secretary-Treasurer and a simple majority of votes cast shall be required for election. If the vacancy occurs before an odd year Convention, an election for the office of Secretary-Treasurer shall be held at the odd year Convention following the procedure in Article 6.
4. Should a permanent vacancy occur in the office of the Fourth Vice-President, the office shall be offered to the six (6) Executive Members in the order of votes received in the preceding election.
5. Should a permanent vacancy occur in the office of Executive Member, except as provided in Article 8(d)6, the office shall be offered to the unsuccessful candidates for this office in the order of votes received at the preceding election, provided that they received at least 25 per cent (25%) of the total votes cast. If the vacancy cannot be filled in this manner, it shall be filled by the Executive Board by appointment. If the vacancy occurs before an odd year Convention, the vacancy will be filled temporarily as set out above and an election for the position shall be held at the odd year Convention following the procedure in Article 6.
6. Should a permanent vacancy occur in the office of Executive Board held by the Representative from a Provincial Occupational Group or a Provincial Retirees Group, such vacancy shall be filled in accordance with the Constitution

or By-laws of the appropriate Provincial Occupational Group or Provincial Retirees Group. If the vacancy occurs before an odd year Convention, the representative shall be chosen by the respective caucus at the odd year Convention.

7. Should a permanent vacancy in the office of the Executive Board for the Diversity Vice-President Racialized Workers or the Diversity Vice-President Aboriginal Workers, the alternate, as elected by the individual caucus during the caucus election for the Executive Board will assume the office. In the event that the alternate cannot take office or continue in this position, the office shall be offered to the candidate who receives 25% of the votes cast for the position of alternate in the respective caucus. If the vacancy cannot be filled in this manner, it shall be filled by appointment of the Executive Board in consultation with:

- a) the Racial Justice Committee for the Diversity Vice-President Racialized Workers;
- b) the Human Rights Committee, in consultation with the Aboriginal Caucus, for the Diversity Vice-President Aboriginal Workers.

8. Should a permanent vacancy occur among the Trustees, the office shall be offered to the unsuccessful candidates for this office in order of votes received at the preceding election. If the vacancy cannot be filled in this manner, it shall be filled by the Executive Board by appointment. If the vacancy occurs during the period between the election Convention and the odd year Convention, the vacancy will be filled temporarily as set out above and an election for the position shall be held at the odd year Convention following the procedure in Article 6. An election for the office of Trustee for the unexpired term shall be held at Convention following the procedure in Article 6.

(e) 1. The Executive Board shall appoint the following Standing Committees and Chairpersons thereof:

(f)

Defence Fund Committee	One (1) member, President and Secretary-Treasurer
Education Committee	Three (3) members and Chairperson
Health & Safety Committee	One (1) Executive Board member, One (1) member appointed from each Provincial Occupational Group
Human Rights Committee	Diversity Vice-President Racialized Workers and Diversity Vice-President Aboriginal Workers to the Executive Board and one (1) member each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Young Workers Committee and the International Solidarity Committee
Injured Workers Advocacy Committee	One (1) Executive Board member, one (1) member appointed from each Provincial Occupational Group
Occupational Groups Funding Committee	Executive Officers and Representatives of the five (5) Provincial Occupational Groups on the Executive Board, and the assigned Staff Co-ordinator for each group
Pension Committee	Two (2) members, the representative from the Provincial Retirees Group and Chairperson

2. a) There shall be a Women's Committee elected at each Women's Conference in even numbered years. Five women shall be elected by the Women's Caucus. At least one of these women must be from the North. An additional member of the committee shall be elected by women from each of the following caucuses at the Conference: Aboriginal Workers, Workers with Disabilities, Pink Triangle, Racialized Workers, and Young Workers. The committee will then elect two co-chairs for the committee. The Women's Committee mandate shall be to promote equality for women in the workplace, the union and the community.

b) Should a permanent vacancy occur on the committee, the position shall be offered to the unsuccessful candidates for this office in order of votes received in the previous election, provided that they received at least 25% of the total votes cast. Those women elected by women in their respective equity caucus will be replaced only with woman from that caucus. If the vacancy cannot be filled in this manner, it shall be filled by appointment of the Executive Board in consultation with the Women's Committee. [effective January 1, 2008]

3. a) There shall be a Human Rights Committee consisting of the Diversity Vice-President Racialized Workers and the Diversity Vice-President Aboriginal Workers to the Executive Board and one (1) representative each from the Pink Triangle Committee, the Workers with Disabilities Committee, the Women's Committee, the Racial Justice Committee, the Young Workers Committee and the International Solidarity Committee.

b) The Human Rights Committee shall work to promote equal treatment and equal opportunity for members of CUPE and society at large.

4. The Education Committee shall arrange at least two weekend seminars per year - one to be held in the fall, and one held in the spring. The type and style of courses to be offered shall be in the best interest of Division affiliates. The Committee shall attempt, where possible, to hold its seminars in areas most readily accessible to the greatest majority of locals, taking into consideration at all times the needs and expenses of the smaller locals of this Division.

Local unions having less than one hundred (100) full-time members or equivalent (as determined in accordance with the formula set out in Article 9(a) for the payment of per capita tax on part time members) or having to travel a distance of five hundred (500) km or more may make application to the Executive Board for transportation and registration fee subsidization to assist in their sending a delegate to Division seminars. The Executive Board is empowered to act thereon.

The Registration Fee for the seminars shall not be less than ten dollars (\$10.00) per delegate. The Education Committee shall work in co-operation with the National Education Department.

5. The Executive Board may appoint special committees as required. The Chairperson shall be a member of the Executive Board.

6. The mandate of the Pension Committee shall be to work for a fair and equitable pension for all CUPE members including retirees.

7. a) The Health & Safety Committee shall work to promote a healthy and safe work environment for all CUPE members in Ontario.

b) The Health & Safety Committee shall consist of one (1) person appointed from the Division Executive Board and one (1) member appointed from each Provincial Occupational Group. Such representatives must be delegates from a local union affiliated to the Division.

8. The Injured Workers Advocacy Committee shall consist of one (1) person appointed from the Division Executive Board and one (1) member appointed from each Provincial Occupational Group. Such representatives must be delegates from a local union affiliated to the Division.

(g) All Division Committees shall report to and be accountable to the Executive Board between Conventions.

(h) The Executive Board shall have the authority to suspend the President or Secretary-Treasurer, without pay, for proven just cause. It shall require a two-thirds (2/3) majority of the Executive Board votes cast at the meeting called for this purpose, to effect such a suspension. When such action has been taken, the Executive Board shall within sixty (60) days convene a special Convention of the Division to review the suspension.

If the decision of the Executive Board is upheld, the special Convention shall proceed to elect a new officer. The decision of the Executive Board shall be sustained or rejected by a simple majority vote of the Convention.

If the decision of the Executive Board is not upheld, the officer shall be reinstated without loss of pay or benefits.

ARTICLE 9 • FINANCE

(a) **Revenue**

The revenue of the Division shall be derived as follows:

Effective July 1, 2007, from all local unions, a per capita tax of one (1) dollar and thirty-six (36) cents (\$1.36) per full-time member per month, payable quarterly, in March, June, September and December; one (1) cent of which shall be allocated to the Defence Fund, to be administered by the Defence

Fund Committee, and eight (8) cents to the Provincial Occupational Groups Fund, to be administered by the Occupational Groups Funding Committee. The per capita tax shall be paid on all dues-paying members, including Rand Formula.

From District Councils, or Councils of Unions, an annual affiliation fee of twenty-five (\$25.00) dollars shall be paid.

Each local involved in strike or lockout may seek a pro-rated reduction of per capita tax from the Executive Board based on the number of days off work as a result of the strike or lockout.

Funding for the Provincial Retirees Group, or its successor, shall be solely from membership fees, government grants and donations. Membership fees may be amended from time to time as required to ensure financial solvency at all times.

The per capita tax payable on part-time members, who regularly work eighty-five (85) or fewer hours per month, shall be fifty per cent (50%) of full-time per capita tax per month, provided that the member is paying reduced monthly dues in accordance with Article 4 of Appendix "B" of the National Constitution.

The per capita tax payable on members who regularly work forty (40) hours or fewer per month shall be twenty-five per cent (25%) of the full-time per capita tax per month.

(b) **Convention**

Disbursement for the Division Convention shall be limited to the following:

1. Rent of Convention hall
2. Rent of function rooms
3. Cost of hospitality rooms (not to exceed one thousand dollars [\$1,000.00])
4. Cost of supplies (recording tapes, kits, etc.)
5. Banquet and dance
6. Accommodation for pressroom, etc
7. Travel subsidy
8. Transcribing expenses

(c) **Ontario Division Defence Fund**

1. The monies in the Defence Fund are to be used to assist in the defence of the Union, either by helping financially those local unions which are on strike, or those which are faced with major legal or other related expenses, or to finance special projects (authorized by the Executive Board of the Division) in defence of the Union.

2. The President, Secretary-Treasurer and one Executive Board member shall be appointed as a Committee to administer the Defence Fund.

3. Only appeals by a bona fide affiliated local to the Division, are to be considered by the Committee. All other appeals must be considered for sanction by the full Executive Board of the Division.
4. The Committee shall not make any grant to any one local, in any one month, in excess of one third (1/3) of the amount on deposit in the fund.
5. The Committee shall not consider any strike appeal unless it is a bona fide strike, sanctioned by the National Union.
6. The Committee shall not consider any application unless it is made on the local union's letterhead, and signed by the President and Secretary.
7. Any local who received monies from the Defence Fund, for any purpose, shall return the residue of all monies received for that purpose, along with an itemized statement to the Division, after all related bills are paid.
8. The Secretary-Treasurer shall credit the appropriate amount based on one cent (.01) per member per month, to the Defence Fund, on a monthly basis.
9. All appellants, feeling unjustly dealt with by the Committee, shall have the right to appeal to and appear, at their own expense, before the full Executive Board, which shall render a final and binding decision within two (2) weeks of such appeal.

(d) **Occupational Groups Fund**

The Provincial Occupational Groups Fund shall be administered by the Occupational Groups Funding Committee, composed of the Executive Officers of the Division, the representatives of the Five (5) Provincial Occupational Groups on the Executive Board, and the assigned staff co-ordinator for each group.

Notwithstanding the generality of the foregoing, the Occupational Groups Funding Committee may establish rules and procedures for the allocation and disbursement of funds and may make special assessment upon locals which participate within a Provincial Occupational Group but which are not affiliated to the Division.

The Occupational Groups Funding Committee shall report annually to each Division Convention.

(e) **Purchases**

All purchases by this Division, in excess of twenty-five dollars (\$25.00) shall be made only with the use of a numbered Purchase Order, duly signed by the President or the Secretary-Treasurer.

(f) **Relocation**

If the President or Secretary-Treasurer decided to relocate their residence to a location adjacent to the Division Office and providing that this is done within six

(6) months of having assumed office, the basic cost of transporting their household effects (the lowest cost of three [3] estimates being acceptable) will be paid on one occasion only.

If the President or Secretary-Treasurer vacates their office for any reason, and if the President or Secretary-Treasurer decides to relocate their residence away from a location adjacent to the Division Office, the basic cost of transporting their household effects (the lowest cost of three [3] estimates being acceptable) will be paid on one occasion only. As stated in the paragraph above, the relocation must take place within six (6) months of having vacated office and be within Ontario.

ARTICLE 10 • NEWS BULLETIN

- (a) The Division shall endeavour to publish OURSPACE at least quarterly.
- (b) The Editor of OURSPACE shall be the Secretary-Treasurer who shall have the power of editorship, providing same is not in conflict or contrary to the Constitution of this Division or its policies.
- (c) The following declaration shall be printed in each issue:
"OURSPACE is published by the Canadian Union of Public Employees, Ontario Division. The opinions expressed herein are not necessarily those of the Canadian Union, the Division, or any of its membership. Address all correspondence to the Editor, 305 Milner Ave. Suite 801, Scarborough, Ontario, M1B 3V4."

ARTICLE 11 • AMENDMENT TO THE CONSTITUTION

This Constitution, or any of its clauses, may be amended at any regular Convention by form of resolution or Executive Board recommendation, by a two-thirds (2/3) majority of the votes cast by those delegates present at such Convention.

APPENDIX "A" RULES AND ORDER OF BUSINESS

The rules and order of business governing Convention shall be:

1. The President, or when requested, a Vice-President shall take the chair at the time specified, at all regular and special Conventions. In the absence of both the President and any designated representative, a chairperson shall be chosen by the Executive Committee.
2. No question of religious character shall be discussed.
3. Delegates wishing to speak shall proceed to one of the microphones provided for that purpose. When recognized by the Chair, shall give their name and the organization they represent and shall confine all remarks to the question at issue.
4. Speeches shall be limited to five minutes except in moving a motion when the delegates shall be allowed ten minutes.
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt another except it be to call to a point of order.
7. Any delegate called to order shall, at the request of the Chair, be seated until the question of order has been decided.
8. Should any delegate persist in unparliamentary conduct, the Chair will be compelled to name them and submit their conduct to the judgement of the Convention. In such cases, the delegate whose conduct is in question should explain and then withdraw, and the Convention will determine what course to pursue in this matter.
9. When a question is put, the Chair after announcing the question shall ask: "Are you ready for the question?" If the vote is in the affirmative, the questionshall be put.
10. Questions may be decided by a show of hands or a standing vote on the basis of one vote per delegate. A roll call vote may be demanded by two thirds (2/3) of the delegates present. In a roll call vote each delegate shall be entitled to one vote.
11. Two delegates may appeal the decision of the Chair. The Chair shall then put the question thus: "Shall the decision of the Chair be sustained?" The question shall not be debated except that the Chair may be given time to explain the decision.

12. The Chair shall have the same rights as other delegates to vote on any question. In case of a tie vote, the Chair shall cast the deciding vote.
13. When the previous question is moved, no discussion or amendment to either motion is permitted. If the majority vote that "the question be now put", the original motion has to be put without debate. If the motion to put the question is defeated, discussion will continue on the original motion.
14. Committees may combine resolutions or prepare a composite to cover the intent of the question at issue. Reports of the Committees are not subject to amendment, except if it is acceptable to the Committee, but a motion to refer back to the Committee for further discussion shall be in order.
15. A delegate shall not move a motion to refer back after having spoken on the question at issue.
16. A motion to refer back is not debatable and when properly seconded the question shall be immediately put to the Convention.
17. All referrals shall be the first item(s) to be dealt with in the Committee's report to the next following session of the Convention or at such other time as may be directed by a majority vote of the Convention.
18. If the report of a Committee is adopted, it becomes the decision of the Convention. If defeated, it may be referred back to the Committee.
19. When a question is pending before the Convention, no motion shall be in order except - to refer - to adjourn - for the previous question - to postpone for a definite time. If any of the foregoing motions is negated, it cannot be renewed until after an intermediate proceeding.
20. A motion may be reconsidered provided the mover of the motion to reconsider voted with the majority, and notice of motion is given consideration at the next sitting, and said notice of motion is supported by two-thirds (2/3) of the delegates qualified to vote.
21. The Executive Board is empowered to establish the hours of Convention.

**CUPE ONTARIO EXECUTIVE
2008-2009**

EXECUTIVE COMMITTEE

PRESIDENT	Patrick (Sid) Ryan
SECRETARY-TREASURER	Fred Hahn
1ST VICE-PRESIDENT	Michael Hurley
2ND VICE-PRESIDENT	Candace Rennick
3RD VICE-PRESIDENT	Ajamu Nangwaya
4TH VICE-PRESIDENT	Denise Hammond
DIVERSITY VICE-PRESIDENT ABORIGINAL WORKERS	Joanne Webb
DIVERSITY VICE-PRESIDENT RACIALIZED WORKERS	Yolanda McClean

EXECUTIVE BOARD

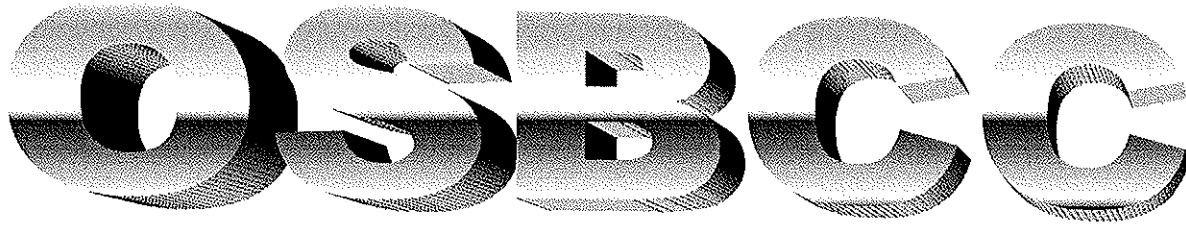
- Dan Crow • Wyman Mackinnon • Henry Bosch
- Henri Giroux • Shellie Bird • Graham Potts

PROVINCIAL OCCUPATIONAL GROUPS REPRESENTATIVES

HCWCC	Susan Schmidt
OMECC	Dharam Boodhoo
OSBCC	Terri Preston
OUWCC	Janice Folk-Dawson
SSWCC	Rebekah Condon
Municipal Retirees' Organization Ontario (MROO) Past President Past Secretary-Treasurer President Emeritus	Don MacLeod Michael Stokes Brian O'Keefe Lucie Allen

TRUSTEES

2006-2009	2007-2010	2008 - 2011
Mark Goodwin	Lyn Edwards	Patti Chapman



**Ontario School Board Co-ordinating Committee
Canadian Union of Public Employees, Ontario Division
305 Milner Avenue, Suite #801, Scarborough, ON M1B 3V4**

Terri Preston, Chairperson

Brian Blakeley, Co-ordinator

RESOLUTION TO CUPE ONTARIO DIVISION

CUPE Ontario will:

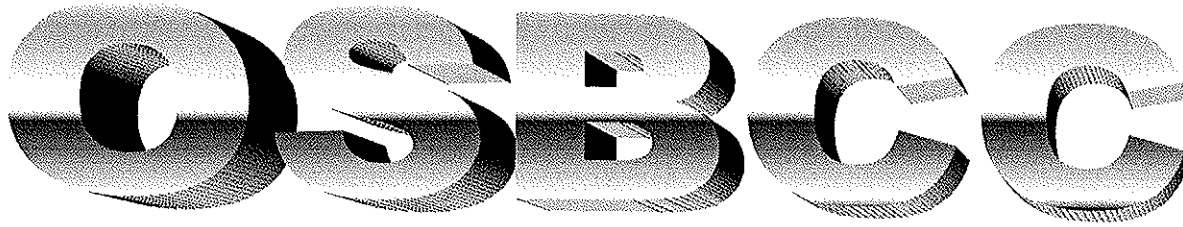
- 1. Immediately initiate and conduct an educational program for all CUPE locals on the benefits of retaining WSIB coverage;**
- 2. Encourage all employers in the non-profit sector to retain WSIB coverage for their employees and to opt back into WSIB for those employers who have opted out; and**
- 3. Request that CUPE National develop bargaining language complete with a rationale for locals to use in bargaining to retain WSIB coverage.**

Because:

- Employers in the not-for-profit and charitable organizations sector are not required by legislation to provide WSIB coverage for their employees;**
- Employers in the above listed sectors are actively considering opting out of WSIB to save money; and**
- The outcome of such a decision would negatively impact our members ability to apply for and receive disability benefits due to a workplace injury or occupational disease**

Terri Preston, Chairperson

Judith Callahan, Secretary



**Ontario School Board Co-ordinating Committee
Canadian Union of Public Employees, Ontario Division
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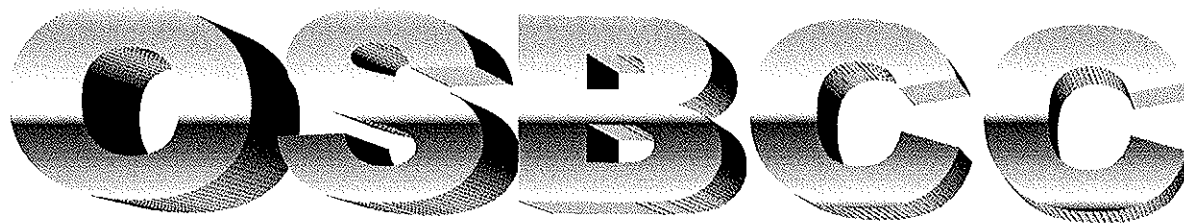
- 1. Actively support a Provincial campaign to achieve compulsory Workplace Safety and Insurance Board (WSIB) coverage for all workers.**

Because:

- 1. Currently only about 65% of all workers in Ontario are covered by WSIB;**
- 2. The Ontario WSIB is the most underfunded Workers Compensation system in Canada;**
- 3. If all workers and employers were covered the WSIB system would be financially sound thus supporting improved benefit levels and more services to help injured workers and prevent workplace injury, illness and fatalities;**
- 4. The current unfunded liabilities of the WSIB directly impact the level of benefits injured workers receive and an adequately funded system can improve services and supports; and**
- 5. A WSIB commissioned report indicates that the financial shortfalls can be resolved if the Workplace Safety and Insurance Act were amended to include coverage for all industry sectors and workers.**

Terri Preston, Chairperson

Judith Callahan, Secretary



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Canadian Union of Public Employees, Ontario Division
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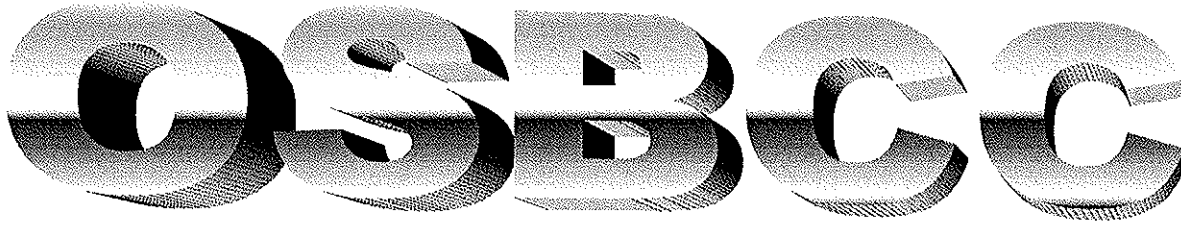
- 1. Support the provincial campaign initiative of CUPE Local 1750 to end the private Labour Market Re-entry contracts and restore public delivery of vocational rehabilitation services; and**
- 2. Educate CUPE locals in Ontario on the benefits of returning vocational rehabilitation services to the WSIB eliminating the current profit driven privatized system.**

Because:

- 1. In 1997 the Conservative government privatized the delivery of Vocational Rehabilitation Services. As a result the public delivery of return to work (RTW) services for injured workers was outsourced to private for profit companies referred to as Labour Market Re-entry (LMR) providers;**
- 2. The outsourcing of rehabilitation services resulted in negative impacts to both workers and employers as follows:**
 - a. The effectiveness of rehabilitation services deteriorated;**
 - b. Costs to help people return to safe and sustainable work increased;**
 - c. Increased claim duration and claims costs for the WSIB and employers; and**
 - d. Reduced compensation benefit;**
- 3. A study funded by Local 1750 and completed by economist Hugh Mackenzie & Associates concluded "that the only way to effectively treat the increasing claims chronicity is to return the responsibility for RTW plans and activities to direct WSIB staff control using a triage system of case management that immediately identifies and services the seriously injured with the compassion they deserve"; and**
- 4. CUPE does not support the privatization of public services.**

Terri Preston, Chairperson

Judith Callahan, Secretary



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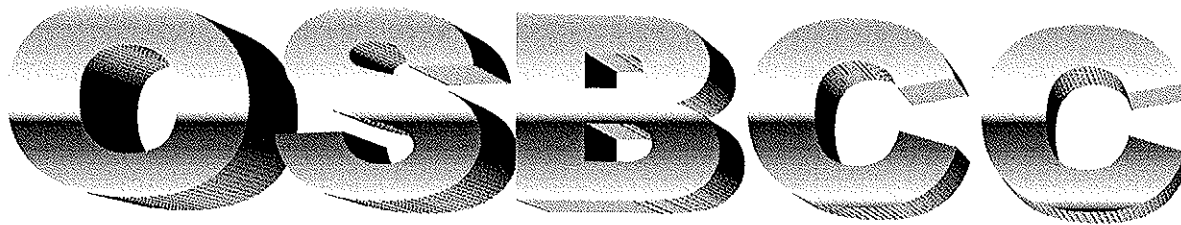
- 1. Create an Injured Worker Advocate award to be presented annually at the CUPE Ontario Convention;**
- 2. Distribute a call for nominations and a nomination package with all Convention calls sent to locals; and**
- 3. Forward all nominations to the CUPE Ontario Injured Workers and Advocacy Committee for review and selection of the successful candidate.**

Because:

- 1. Injured worker advocates are the unsung heroes of our union and deserve recognition; and**
- 2. Injured worker advocates play an important and vital role in our locals and in the lives of injured workers.**

Terri Preston, Chairperson

Judith Callahan, Secretary



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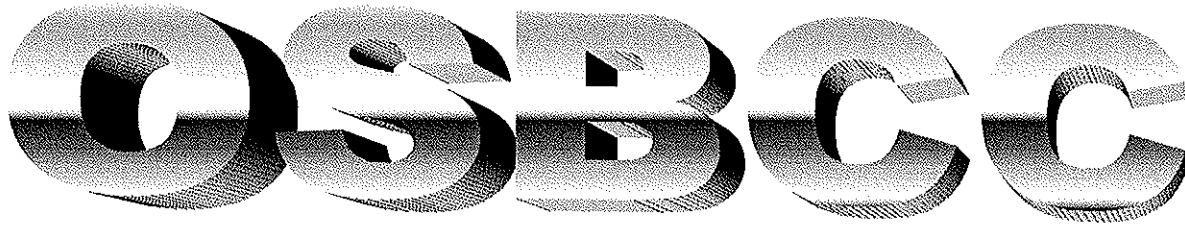
- 1) Advocate for long term disability plans which provide for benefit coverage and full wages for the duration of the long term leave; and**
- 2) Undertake a review of the current long term disability plans throughout the province to allow Ontario School Board Co-ordinating Committee to investigate the development of a provincial template.**

Because:

- i) Members who are off work due to illness or injury suffer financial hardships at a time when they are most vulnerable;**
- ii) Members are returning to work prematurely which often affects their waiting periods;**
- iii) We need to insure that members off work due to illness or injury are not forced back to work due to the inadequacy of their long term disability insurance;**
- iv) The summary of current plans is required in order to analyze existing plans and work towards the most beneficial plan; and**
- v) All school board workers are entitled to equal benefits and this information would allow for the creation of a provincial template with common benefits for all members.**

Terri Preston, Chairperson

Judith Callahan, Secretary



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Canadian Union of Public Employees, Ontario Division
305 Milner Avenue, Suite #801, Scarborough, ON M1B 3V4**

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RESOLUTION TO CUPE ONTARIO DIVISION

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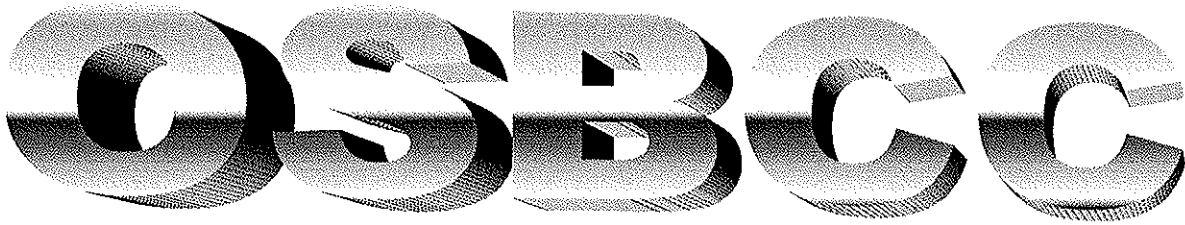
- 1. Support and allocate resources to the Ontario Division Health and Safety Committee to allow the committee members to begin and maintain a health and safety activists group;**
- 2. Support and allocate such resources for training of such groups needed throughout the province;**
- 3. Support and allocate such resources when needed to allow health and safety activists to present at preliminary hearings on health and safety issues; and**
- 4. Reconsider staffing issues, so the workload will be addressed to help maintain a healthy environment for our National Health and Safety Representatives.**

Because

- i) The Prime Minister's initiative "Open for Business" and the McGuinty government committed to eliminate workplace injuries;**
- ii) Of the Ministry of Labour's new initiative "Safe Works Ontario";**
- iii) Of the WSIB's "Road to Zero" campaign;**
- iv) Health and safety in Ontario is under a constant attack;**
- v) The workers in Ontario, especially CUPE workers, need for representation is at a level never seen before;**
- vi) The demand for resources to aid the National Reps has never been this high and falls short, resulting in overwork for our Reps;**
- vii) There are more hearings through the province, i.e. the attack on the school board sector's Health and Safety Committee (multi-sited versus single-sited, municipal sector, drinking water, and violence throughout the province; and**
- viii) The need for a clear definition of the Ontario Health and Safety Act (Section 43 - Right to Refuse) and the enforcement of Section 50 - Prohibition of Reprisal).**

Terri Preston, Chairperson

Judith Callahan, Secretary



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CUPE Ontario will:

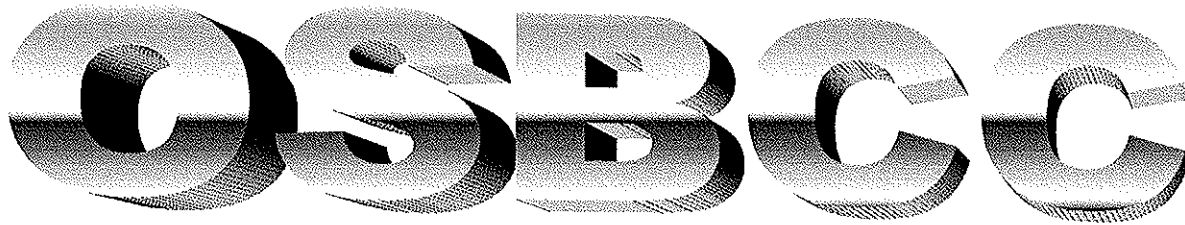
- 1. Provide support by allocating funds and resources to enact a task force to look at standardizing job descriptions for all maintenance and trades workers in the school board sector; and**
- 2. Lobby the Government to establish provincial wage rates to the industry standards identified in the private sector.**

Because:

- i) Maintenance and trades workers are currently being required to work outside their trade performing tasks that may result in personal injury;**
- ii) A standardized job description would mandate payment for the trade the member is qualified to perform;**
- iii) Maintenance and trades workers in the school board sector are currently receiving less than standard wages due to funding inequities;**
- iv) It is imperative to retain maintenance and trades workers in our school board sector;**
- v) Maintenance and trades workers are leaving the school board sector to access higher wages in the private sector;**
- vi) Maintenance and trades workers employed by the school board have a commitment to the schools whereas contractors coming in to perform work have less of a commitment;**
- vii) Maintenance and trades workers take pride in their work; and**
- viii) Contractors have no accountability to the school boards.**

Terri Preston, Chairperson

Judith Callahan, Secretary



**Ontario School Board Co-ordinating Committee
Canadian Union of Public Employees, Ontario Division
305 Milner Avenue, Suite #801, Scarborough, ON M1B 3V4**

Terri Preston, Chairperson

Brian Blakeley, Co-ordinator

RESOLUTION TO CUPE ONTARIO DIVISION

CUPE Ontario will:

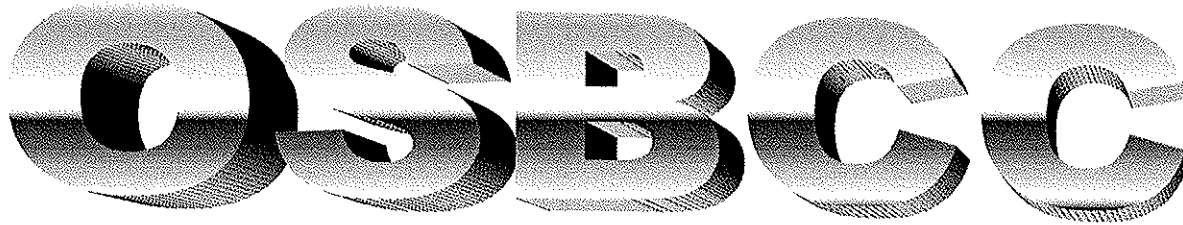
- 1. Negotiate with the government, together with the Ontario School Board Co-ordinating Committee, to create opportunities for apprenticeships to help with the training of our own members, with full pay and benefits while attending training for those trades.**

Because:

- i) The more members trained in the trades, the less the work will be contracted out;**
- ii) Members requiring training are obliged to take leaves of absence without pay, resulting in financial hardships to their family situations; and**
- iii) Members taking leaves of absence are usually required to reimburse their employers full cost of their benefits which makes the opportunity for training cost prohibitive.**

Terri Preston, Chairperson

Judith Callahan, Secretary



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Terri Preston, Chairperson

Brian Blakeley, Co-ordinator

RESOLUTION TO CUPE ONTARIO DIVISION

CUPE Ontario will:

- 1. Together with the CUPE Organizing Department, support the Ontario School Board Co-ordinating Committee in organizing all Early Childhood Educators working in school boards across the province.**

Because:

- i) Too many workers in this field remain unorganized;**
- ii) Unionized child care workers are more likely to have decent wages, benefits, pensions and working conditions;**
- iii) Organizing these members is keeping in line with the "Wall to Wall Plan" which has been undertaken by CUPE; and**
- iv) Many workers in this field are attacked at the bargaining table and solidarity with other school board workers would give them more strength throughout the negotiating process.**

Terri Preston, Chairperson

Judith Callahan, Secretary

Evaluation of PDT Process for the OSBCC

Equipment: Flip Chart, markers, lap top, Handouts, dots

Room Set Up: Circle (tables not necessary)

Goals and Objectives:

- To provide delegates an opportunity to share the outcomes of their bargaining within the context of the PDT.
- To provide delegates an opportunity to evaluate the stages in the PDT process
- To provide delegates an opportunity to make recommendations as to how to improve the process for the future.

Introductions: Ask each person to introduce his/her self by giving their name, local, school board and something they were able to achieve in bargaining which they were proud of.

(Write the achievements on flip chart paper)

Next go around the circle and ask people to describe something they found particularly challenging this round to bargaining.

(Write challenges on flip chart)

Facilitator: "As we evaluate the Provincial Discussion Table process let's keep in mind both our successes and challenges to see how the PDT process we used contributed to each of these and what might we do differently if we were to do it again. "

Process Evaluation: The following pages represent different aspects of the PDT process. Take time to go through the pages one by one and answer the questions All responses are good... (flip chart answers) also record answers on laptop... We will compile the answers into a report prior to the end of the conference... Where there are negatives, try to solicit ideas for improvement.

Step 1:

Proposals

The proposals for discussion at the PDT table arose out of campaigns, issues discussed at our conferences and issues discussed at the Support Workers Advisory Group (SWAG). These ideas were then developed and presented at our leadership meeting in January of 2008. The leadership provided input and endorsed the proposals before leaving.

What process should be used in the future for generating proposals?

What process should be used for securing the mandate from locals for the central issues?

Step 2:

Bargaining Committee

The bargaining committee was made up of the following:

- the Chair of the OSBCC
- the Coordinator of the OSBCC
- two additional representatives from the OSBCC (elected from within, stipulation for one to be francophone)
- the researcher assigned to the OSBCC
- a representative from CUPE 4400

In addition, the bargaining committee had the assistance of a representative from the legal department, two assistant regional directors, a communications officer, a staff rep with responsibility for negotiations with the French boards and a representative from the Ontario Division.

The remaining members of the OSBCC acted as a reference group during bargaining. This structure was approved at the January 2008 meeting.

In the future, what should be taken into consideration when choosing the bargaining committee? Should the bargaining committee and reference group continue to be drawn from the OSBCC? How important is experience in bargaining? How important is experience in multi-classification bargaining? How important is having a “provincial” perspective? Should there be guaranteed representation from the French school boards?

Step 3:

Local Bargaining

At our leadership meeting in January, after the Committee was given the approval to engage in discussions with the government, we asked the local leadership to serve notice to bargain early and seek approval from their Employer to start bargaining on local issues. At our conference in April it was clear very few locals had started bargaining early.

At our meeting in June 2008, we set the middle of September as a goal to conclude local bargaining. (local bargaining being defined as issues not related to the PDT) Very few locals were able to meet this timeline.

What were some of the challenges to local bargaining?

What could we do differently to strengthen our bargaining power on non-PDT issues?

Given the end date of August 31st 2012, what can locals do to in the interim period to get ready for bargaining the next time?

Step 4:

PDT TIMELINES

The CUPE PDT was negotiated at the end of May, 2008. It stipulated bargaining was to be completed by the end of November.

Was this a reasonable length of time? If not, how much time should be allowed for bargaining in the future?

Step 5:

Ensuring consistency

Because the PDT applied to all bargaining units, it was important to ensure consistency in the way it was negotiated by local bargaining committees.

A “flying squad” of PDT experts assisted National reps at the local tables when the PDT was being discussed.

How did that process work for you?

Once locals had a tentative agreement the local president and National rep reported the agreement to the OSBCC on a conference call. When the committee was satisfied the tentative agreement was in keeping with the PDT, the local was given the go ahead to hold a ratification vote.

Are there better ways to receive this feedback in a timely manner?

Step 6:

Communication

Three leadership meetings were held: January 2008, June 2008 and September 2008.

Newsletters were established to provide regular updates to members.

OSBCC Area Reps were responsible for ensuring the newsletters were distributed and passed on information to local Presidents.

After the September leadership meeting, a broadcast call was established every other week to update local presidents on the progress of bargaining. Questions were solicited by email both in advance of and during the call.

How effective were these means of communication? Did you feel you had the information you needed to conclude bargaining?

Would another means of communication have been more effective? Is there information you felt you should have had, which you didn't?

Step 7:

Common Proposals

There were a number of issues we were unable to get agreement on at the Provincial Discussion Table. We developed and endorsed a package of common proposals to be tabled at all bargaining tables.

These were: OMERS: Definition of Pensionable Earnings
Contracting Out/Contracting In Language
Joint PD Committees
Limits on Supervision
Base Line Staffing

What helped or would have helped you to be successful in negotiating this language?

What prevented you from being successful bargaining these proposals?

Step 8:

Support During Bargaining

At our meeting in September 2008, we divided into geographic areas to share information about what each of our locals was hoping to achieve at the bargaining table.

We discussed ways we could continue to support each other in the process of bargaining. We discussed campaign money which was available to assist locals for bargaining support and to prevent Contracting Out.

Did your local need support from others in your area during the bargaining process? How did you communicate with each other during bargaining? What more can be done to build solidarity during bargaining? Is there something more your OSBCC Area Rep could do to assist in building solidarity in the area?

Did you use any of the campaign money available to you? If so, was the campaign support timely? Did it help?

Step 9:

Funding:

The Provincial Government offered approximately \$900,000 to assist in the bargaining process for example:

- By bringing the bargaining committee and reference group together as needed

- By funding of the leadership meetings (location and food)

If this funding is not available in the future, how would we fund our participation in a provincial table?

Facilitator:

Open for Comments

Are there other suggestions you have to improve the process for next time?

Please review the feedback from the delegates.

There will be a report back at the end of the day. Is there a volunteer who would speak for your group? No more than 10 minutes....Ask for Top 5 things that worked well and the Top 5 recommendations for improvement.....(Dot-mocracy)

Please provide Judith with an electronic copy of the information gathered in order to facilitate putting together a final report.

PDT Mandatory Workshop

... a short walk through of the PDT agreement

1. *The Ministry facilitators are still available to mediate differences*

- *In the course of incorporating PDT Agreements into Collective Agreements, should there be any dispute between the Parties regarding the intent of any of the provisions of the PDT Agreement, the Parties agree to utilize, where needed, Facilitators Thomas Teahen, Moe Jacobs and/or Dominic Giroux, to provide clarification. This shall not preclude unilateral requests by one of the local Parties to seek mediation or facilitation from a third party.*

2. *Professional Development and Training money and its use*

- *The allocation of a CUPE Bargaining Unit's proportional share of the Ministry of Education's funding enhancements for Professional Development and Training for Education Support Workers in the GSN shall be the ratio between the CUPE Bargaining Unit's FTE to the total FTE of the Board's unionized and non-unionized education support workers, as reported in the Board's 2006-07 Financial Statements.*

I. *Appendix H # 2006-07 (provided on memory stick)*

II. *Jointly developed*

- *The Parties acknowledge the important skills and expertise that education support workers contribute to Ontario's publicly funded schools and their commitment to improving student achievement.*
- *The Parties agree that :*
 - *Valuable professional development and training is informed by research and done in partnership with colleagues;*
 - *Members of the Bargaining Unit shall participate in Board-directed professional development and training scheduled during the work day.*

III. *Worksheet #1 - #2 (provided on memory stick)*

3. *Education Assistants Allocation*

I. *Work year*

- *All Collective Agreements shall provide a minimum of working days per school year for Education Assistants as follows :*
 - *188 days in 2008-09;*
 - *189 days in 2009-10;*
 - *190 days in 2010-11;*
 - *194 days in 2011-12.*

II. Increased work year – costs absorbed years 1 & 2

- *Boards shall absorb the incremental cost of this enhancement in the 2009-10 and 2010-11 school years.*

III. 7 hours

- *The Parties note the Government's requirement that this funding enhancement in 2011-12 be applied as follows :*
 - *Fully offset the incremental cost of increasing the number of paid working days on the approved school year calendar for Education Assistants from 188 to 194 as described above;*
 - *Increase the number of hours worked by Education Assistants up to 7 hours per day, subject to the remaining funds available to the Board under this enhancement;*

IV. Cost of additional hours – total cost – benefits charge (provided on memory stick)

4. *Supervision money*

I. 2 x\$ 15 x # elementary schools

- *The Parties acknowledge the government's intention, conditional upon the approval by the Lieutenant-Governor-in-Council, to introduce a new allocation in the GSN Pupil Foundation Grant starting in 2008-09, to enhance funding for student supervision in elementary schools as follows :*
 - *\$22.23 per elementary pupil in 2008-09;*
 - *\$26.61 per elementary pupil in 2009-10;*
 - *\$26.88 per elementary pupil in 2010-11;*
 - *\$20.06 per elementary pupil in 2011-12.*

...

The Parties acknowledge the government's commitment that if a School Board and a local teacher federation representing regular elementary teachers are not successful in ratifying a local collective agreement in full compliance with a PDT Agreement by November 30, 2008, the School Board shall receive the above-mentioned funding enhancement effective December 1, 2008 provided that CUPE's local Bargaining Unit

representing Education Assistants and the School Board fully comply locally with the conditions associated with this PDT Agreement.

This provision was subsequently changed so that, even if the elementary teachers and educational assistants did not comply with a PDT agreement, the board would still receive the supervision enhancement if its school office support staff were compliant.

- II. Designed for supervision ... not enforced (DG email provided on memory stick)
- III. Tie back to EA hours @ 7hrs/day (Local 997 OCT/EA and 4154 settlements provided on memory stick)

5. Custodial/Maintenance Trades/Building Security Staff enhancements

- I. Offset reductions due to declining enrolment between 2008/09 & 2009/10
- II. Use all additional funds to hire additional staff
 - *Boards must apply this enhancement in 2009-10 up to the value of the Board's share of the new allocation, in the following order :*
 - *Offset staff reductions in Custodial/Maintenance/Skilled Trades/Building Security Staff that may otherwise have occurred between the 2008-09 and 2009-10 school years due to declining enrolment;*
 - *Use all remaining funds to hire additional unionized Board-employed Custodial/Maintenance Staff/Skilled Trades/Building Security in 2009-10 up to the value of the Board's share of this new allocation.*
- III. Tracking changes from agreed to base line numbers.
 - i. Locals should be tracking changes from the negotiated baseline number through changes on the dues list and/or seniority lists.
 - ii. Locals should be ensuring that management is advising them of any changes in their membership compliment.
 - iii. Locals should be monitoring Board reporting to the Ministry for staffing levels (Board Financial Statements).
 - iv. Locals should be monitoring Board enrolment projections on an ongoing basis. (Board Financial Statements).

6. *Office Support Staff(School Secretaries) enhancements*

- I. Offset reductions due to declining enrolment between 2008/09 & 2009/10
 - II. Full time secretary where > 100 students
 - III. Use additional funds to hire additional staff
- *Boards must apply this enhancement in 2009-10, up to the value of the Board's share of the new allocation, in the following order :*
 - *Offset staff reductions in School Office and Board Administration Support Staff that may otherwise have occurred between the 2008-09 and 2009-10 school years due to declining enrolment;*
 - *Use all remaining funds to :*
 - *Ensure that elementary schools with an Average Daily Enrolment of more than 100 students have an Office Staff person working 35 hours/week; and/or*
 - *Hire additional unionized Board-employed Elementary School Office Support Staff in 2009-10.*
- IV. Tracking changes from agreed to base line numbers.
 - i. Locals should be tracking changes from the negotiated baseline number through changes on the dues list and/or seniority lists.
 - ii. Locals should be ensuring that management is advising them of any changes in their membership compliment.
 - iii. Locals should be monitoring Board reporting to the Ministry for staffing levels (Board Financial Statements).
 - iv. Locals should be monitoring Board enrolment projections on an ongoing basis. (Board Financial Statements).

7. *Professional and Paraprofessional Support enhancements*

- I. Offset reductions due to declining enrolment between 2008/09 & 2009/10
 - II. Use additional funds to hire additional staff
- *Boards must apply this enhancement in 2009-10 up to the value of the Board's share of the new allocation, in the following order :*

- *Offset staff reductions in Professional and Para-Professional Support Staff that may otherwise have occurred between the 2008-09 and 2009-10 school years due to declining enrolment;*
- *Use all remaining funds to hire additional unionized Board-employed Professional and Para-Professional Supports in 2009-10 up to the value of the Board's share of this new allocation to enhance direct services to students with special needs and/or at-risk students targeted to the following job categories : attendance counselors, social workers, child/youth workers and community workers, as well as professionals and paraprofessionals who provide support for special education, such as psychologists, psychometrists, and speech pathologists. Special consideration will be given to the needs of Grade 7 and 8 students.*

III. Tracking changes from agreed to base line numbers.

- i. Locals should be tracking changes from the negotiated baseline number through changes on the dues list and/or seniority lists.
- ii. Locals should be ensuring that management is advising them of any changes in their membership compliment.
- iii. Locals should be monitoring Board reporting to the Ministry for staffing levels (Board Financial Statements).
- iv. Locals should be monitoring Board enrolment projections on an ongoing basis. (Board Financial Statements).

8. *Continuing Education and International Language Instructors enhancements*

I. 3.5% to improve working conditions

- *The Parties note the government's intention, conditional upon the approval by the Lieutenant-Governor-in- Council, to enhance the funding benchmarks for the Continuing Education and the International Languages, Elementary components of the Continuing Education and Other Programs Grant in the GSN by 3.5% in 2009-10.*

9. *Group Benefits and Other Working Conditions*

- I. \$33 Million allocation to improve benefits and other working conditions by September, 2010

- *The Parties have noted the government's intention, conditional upon the approval by the Lieutenant-Governor-in-Council, to allocate an additional annual enhancement of \$33 million (0.26% increase in benchmarks), effective in 2010-11, to enhance group benefits and other working conditions for all School Boards in Ontario as locally negotiated for implementation by September 1, 2010.*
- II. FTE from 2008/09 Appendix 'H' – all staff except excluded managerial (SO's, Directors) staff and occasional teachers.
- *The CUPE Local's share of the Board's allocation under the \$33 million enhancement shall be the ratio of its FTE of employees eligible for benefits compared to the total FTE of unionized and non-unionized employees as reported in the 2008-2009 Financial Statements. In determining the ratio, occasional teachers, whether part of an independent or integrated Bargaining Unit, shall be excluded.*
- III. Worksheet #1 - #2 (provided on memory stick)

10. *Board Estimates* (provided on memory stick)

11. **Ministry of Education Website**



**OSBCC CONFERENCE -
APRIL 2009**

EVALUATION FORM

I. List three things you have learned during this Conference

II. List three ways you will use what you have learned during this conference in your local, workplace, community, or for yourself.

III. General comments. (What did you like best or least, etc.?)

I participated in:

Workshop Name _____

Signature (Optional) _____

