

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.