



**CUPE**  **OUWCC**

*Ontario University Workers Coordinating Committee*

**Commitment - Coordination**  
**Capacity - Progress**

February 23-26, 2012 - London, ON

## Ouwcc CONFERENCE

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London Hilton, London

**Thursday, February 23rd**

### Opening Plenary



### Equality Statement

- Read by conference participants;
- A moment silence for the 11 migrant workers who died in an accident very near to conference location.

### Aboriginal Opening

Joanne Webb, CUPE Ontario Diversity VP

- Honour to the Anishnaabek people, whose land we are on;
- Joanne shared some teachings to add strength and education to the sacred hoop of life to those attending the conference;
- Miigwetch (thank you)

### Welcome from London

Steve Pepper, Wesley Brown, Judy Callahan

- Brother Wes Brown, a first time speaker, brings a welcome from the Western campus;
- Sister Judy Callahan, President London CUPE District Council, brings best wishes and thanks to OUWCC for coming to London. *"We all face critical challenges over next year and we need to prepare ourselves for the fight ahead."*

### Welcome

Janice Folk-Dawson, OUWCC Chair

- Introduction of Sister Joanne Webb as the Ombudsperson for the conference and the Ombudsperson quiet room.
- Sister Janice explained how the conference would unfold.

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### Panel – Ontario Economics


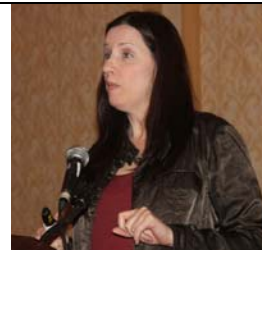
**“Where we work, where we live, where we learn, why we care”**

*Underfunding of post secondary education*

Sister Janice introduced the panel.





**Guest panelists from left:** Trish Hennessy, *Canadian Centre for Policy Alternatives*; Toby Sanger, *CUPE Economist*, Fred Hahn, *CUPE Ontario President* and Michael Yam, *Canadian Federation of Students*.

	<p><b>Toby Sanger</b> – CUPE National Economist <i>Ontario’s Economic and Fiscal Situation</i></p> <ul style="list-style-type: none"><li>• Public spending fuelled recovery;</li><li>• Austerity measures will slow down;</li><li>• Myth that government cuts will grow the economy;</li><li>• Corporations are not investing in the economy, they are holding large reserve funds;</li><li>• Ontario can reach budget balance with reasonable government spending;</li></ul>
	<p><b>Trish Hennessy</b> – Canadian Centre for Policy Alternatives</p> <ul style="list-style-type: none"><li>• CUPE members who are on the front line of public services every day</li><li>• Austerity is an attack on middle class jobs.</li><li>• McGuinty, attacking public sector workers</li><li>• CUPE local 79 doing good job at humanizing their workers</li><li>• We can slow down the recovery and not take drastic steps.</li><li>• It was a world breakdown in the economy.</li></ul>

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	<p><b>Michael Yam</b> – Canadian Federation of Students</p> <ul style="list-style-type: none"><li>• Ontario has the lowest per student spending in Canada and students are paying more than any other province.</li><li>• The policy people are directly connected to the government,</li><li>• A leaked report by Glen Murray Minister Training, Colleges and Universities cites 3 year degrees, classes all summer and classes on line. And Drummond report mirrors this leaked report.</li></ul>
	<p><b>Fred Hahn</b> – President CUPE Ontario</p> <ul style="list-style-type: none"><li>• It is important to build our economic literacy.</li><li>• The Drummond report is not a neutral report it's from a banker view point.</li><li>• He is talking about removing \$7 billion from public spending</li><li>• The cuts are very deep and will be devastating.</li><li>• We have to put in place a plan that is deeper, longer, and harder than we did under Mike Harris.</li></ul>

### Friday, February 24<sup>th</sup>

#### **Presentation**

#### ***Separating Fact from Fancy: Public Sector Pay***

Shelly Gordon

	<ul style="list-style-type: none"><li>• Brother James Meades introduced Sister Shelly Gordon</li><li>• People in the public and private sector are paid relatively the same.</li><li>• Women are generally paid less than men but they are paid higher in the public sector compared to private sector by 4.5 per cent</li><li>• Pay equity legislation is more likely applied in public sectors and unionized workplaces</li><li>• People in highest paid jobs are paid similar amounts but those in the lower income groups make more in the public sector.</li></ul>
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### Presentation

#### **Funding of post secondary education in Ontario**

Andrew Ward



- Brother Stephen Horner introduced Brother Andrew Ward
- Universities are facing uncertain times, hiring freezes or layoffs and a real problem with long term funding
- In 1990, government funding was 80 per cent
- Now, in some cases, over 50 per cent of funding comes from tuition fees
- There have been some one time injections of money, but it is not enough to bring the system to pre-1990 standards
- Provinces are responsible to fund PSE with transfers from the federal government
- Private sources of funding are increasing
- In 1995 the federal government made a \$7 B cut to social programs, downloading responsibility on the provinces.
- Mike Harris made huge cuts to public services that we are still struggling to recover from.
- Ontario spends the least amount per student, 46% less than National average and 2.5 times less than Alberta
- Of all 60 provinces and USA states, Ontario stands 59<sup>th</sup> in lowest government funding. Only Mississippi spends less.



- Brother James Meades introduced Brother Paul Gorczynski
- Brother Paul came from Toronto on the morning train to advise the delegates about the status of bargaining at University of Toronto and L3902;
- A tentative agreement was reached at 2:15 this morning;
- This was the most difficult round of bargaining we have yet experienced. We have no doubt the Drummond report had an impact at the table;
- Our issues were access to funding, class sizes, funding packages that needed to be changed;
- We made gains in our health care packages, 2% in wages, trans rights for those wanting surgery, improvements in health and safety, asbestos testing on campus, on line job posting as a first;
- There were a number of gains we could not achieve, such as student class sizes, limited progress on their funding packages;
- It was a lot of work and a lot of mobilization;
- The bargaining committee is recommending acceptance;
- Requested support, if the vote goes against the recommendation, we could be on the picket line on Monday;

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### Breakout - World Café Workshops Underfunding of PSE and Public Sector



#### ***Why is this issue important for us as workers in the sector?***

- Increased work load
- Less job security
- Can't keep up with cost of living
- All the above affecting the quality of life and work life
- Need to dispel myths of public sector workers

#### ***What are the challenges?***

- Difficult to get campus and community support for our issues
- Less full time secure work
- Hard to get message out about underfunding of PSE
- Perception is not the reality
- Fighting perception that what we do can be done better by technology
- Public perception about our work and if academics are workers
- That we are presented as the Union and not personalized with workers' faces and who we are.

#### ***What are the opportunities/possibilities?***

- Build coalitions and alliances on campuses and communities and lobby government
- Create awareness of the issues and what we do through traditional communications and through social media,
- We can campaign against myths and for fairness (corporate tax breaks tied to jobs.)
- Make our invisible work visible
- To educate about our work on campus and in the community through media, sponsoring events, coalition work, student unions
- Use collective agreement pressure to get union representation and voice in decision making.

#### ***What is the one thing we can do now as workers in the sector?***

- Public campaign with a simple, honest, shocking, message about underfunding
- Show who public sector workers are through multi-pronged campaign
- Public education campaign to bust myths

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- Public education to combat perceptions about public sector workers
- A focus on having members participate in any campaign by having conversations on campus and in their communities.
- Proactive education in high schools about unions and labour. Be proactive to lobby for this, to do it and to create this education
- Be armed with information to combat myths and perceptions on wages, work and public funding
- Educate on the value of public services by showing the human story of workers, use videos/new technology to spread the word.
- Build campus coalitions with students, create campaigns outside of the worker/wages framework. Be sure to show we care.



### Presentation

#### ***Anti-Privatization- whose campus is it?***

Denise Hammond



Brother James Meades introduced Sister Denise Hammond

- Faces of privatization: private residences, corporate naming of buildings, corporate sponsors asking for tradeoffs corporate money to buy exclusive rights, tuition fees, ancillary fees, campus services, academic services, administrative fees;
- Student debt is higher now that it has ever been in our history;
- Universities are now investing in the stock market by use of pension money;
- Technology is replacing workers;
- Downsizing, amalgamation and cuts increasing staff/student ratio
- Need campaigns to raise and sustain awareness, influence decision makers, build communities and leadership;

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	<ul style="list-style-type: none"><li>• Lobby the decision makers at all levels of government.</li><li>• Establish goals, develop strategy and tactics.</li><li>• Membership mobilization is key to the action.</li><li>• Be focused on your targets, build awareness, learn from experiences</li></ul>
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### **Breakout - World Café Workshops** **Anti-Privatization- whose campus is it?**



#### **Why is this issue important for us as workers in the sector?**

- Loss of diversity, jobs, democratic control, quality of education, loss of academic freedom, widening gap between “haves” and “have-nots”, destroys public good
- Makes campuses into businesses
- Corporate influence on work and bargaining
- Insecure funding
- Biases in decision-making

#### **What are the challenges?**

- \$ leaves the community
- You can't go back
- Quality and morale go down
- Less job security
- Losing rights
- Pride in our work is gone
- Costs more in the long run
- Drives wages down
- Loss of valuable public services
- Privatization is terrifying
- Powerless – being forgotten by many
- Corporations have the resources
- Accountability / lack of accountability
- Creates a dictatorship, lack of choice
- Treatment of education as a commodity
- Lack of expertise in PSE, just corporate/business non-qualified people
- The student as a product

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### ***What are the opportunities/possibilities?***

- Reflect, educate, mobilize
- Educate members and the public
- Name the impact on people
- Coordinate bargaining
- Expose the bottom-line, kick backs and the effects on quality of education
- Expose how public funds are being used for profits and the effect on the quality of education
- Expose how private organizations are less democratic and accountable
- Coalitions – on/off campus
- General assemblies to bring people together
- Develop an alternate budget
- Education to expose corporate interest, alternate map/tour of corporate interest
- Use FIPPA
- Corporate meetings on campus should be leafleted

### ***What is the one thing we can do now as workers in the sector?***

- Cross-province coordination
- Campaign against privatization
- Direct action
- Organize across broad social movements
- Mobilize to support local co-ops and independent/student-run businesses in a way that builds partnerships with students and the wider community.
- Get funding from CUPE National to start to communications strategy and educational tools which will inform locals of rallies and work stoppages across the province. This would highlight contracting out/privatization and change the labour laws, including a media event on the public value public services leading to a strike for the public good.
- Solidarity actions such as email blitzes, grievance warfare, FIPPA Fridays, etc...
- Create corporate campus map
- Campaign to “contract out admin jobs” back to us
- Conversation starters
- Use the language of contracting out, not just the language of privatization



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### Self-directed caucuses

	<p><b>Food Services on Campus</b></p> <ul style="list-style-type: none"><li>• Representatives from both food service and non-food service locals came together to discuss organizing and bargaining for the 8 food services locals in the sector.</li><li>• The meeting discussed a resolution to CUPE ON to develop a food services sector/division</li><li>• They discussed ways to compare all university food service workers in Ontario and we can have something in place to protect against privatization and contracting out.</li></ul>
	<p><b>Resolutions</b></p> <p>The self-directed <i>resolutions</i> caucus explored various resolutions that could be put to the OUWCC conference participants. The group drafted resolutions both for the OUWCC, specifically in regards to coordinated bargaining priorities, as well as for resolutions to CUPE Ontario Convention.</p> <p>The group drafted several resolutions that reflected the diverse interests and needs of OUWCC affiliates. Further, the group found the process of collectively drafting resolutions to be a positive way to foster discussions about how we can move forward.</p>

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**Saturday, February 25<sup>th</sup>**

### Presentation

#### ***Health and Safety***

Len Elliot, President OPSEU Local 102



Sister Lisa Marion introduced Brother Len Elliot

- Special acknowledgement of Brother Blain Moran for his work on behalf of workers health and safety across the province
- We have been able to make changes to legislation that helps workers across this province
- Education sector does not have a set of regulations;
- PSE should be looking for changes to protect workers
- University Section 21 committees tell the Ministry what they need to do;
- Multi- site agreements are not advisable, and we should not engage in them, such as the Windsor school board that has over 210 sites. If they have over 20 employees they are required to have a certified member, but if you have a multi site agreement you will eliminate the requirement for certified workers on each site.
- As workers, you must communicate Health and Safety concerns with your Union staff
- Austerity will have a direct impact on the health and safety of workers

### Presentation

#### ***Where we work, Where we live, Where we learn, Why we care***

Janice Folk-Dawson



Brother Stephen Horner introduced Sister Janice Folk-Dawson

- We have many different types of workers on campuses, academics, facilities, food services, administrative and student unions and other support groups
- PSE is the smallest sector in CUPE, OUWCC is the smallest sector
- As a support worker I am invisible by students, administration, governments. I have been a worker for 25 years and they do not see me
- Support workers are on the lowest wage grids I will only make \$17,000 a year when I retire, after paying into it for 28 years
- 25 years ago my bargaining unit was 500 and today it is only 211
- We see corporate names on building and places everywhere

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	<ul style="list-style-type: none"><li>• The chronic underfunding has a huge impact on workers, on their health and safety, deferred maintenance has resulted in band aid solutions to fix problems. Contracting out is a serious problem</li><li>• There is significant increase in assaults on campus, students against students, against workers.</li><li>• There is a list of hazardous materials on campuses that our workers are exposed to on a daily basis, construction sites are not secured</li></ul>
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### Presentation

#### ***Drummond Report & Leadership, Organizing and Action***

David Michor

	<p>Sister Laura Solomon introduced Brother David Michor</p> <ul style="list-style-type: none"><li>• Drummond's assumptions include an estimate of revenue that is more than \$10B less the government's own estimate</li><li>• The Drummond Report creates a crisis, PCs pushing for all recommendations to be implemented;</li><li>• The full report is available on the CUPE Ontario website</li><li>• Drummond recommends a further increase of 5% to tuition;</li><li>• The recommendation to "reduce bargained compensation increases" will affect everyone at the bargaining table</li><li>• Michor spent the last three years working with all Divisions to create a national political action strategy</li><li>• Much CUPE work is focused around issue-based campaigns,</li><li>• While we support the NDP, we work with governments of all parties to find solutions wherever possible</li><li>• CUPE does a lot of election work, but we need to do more organizing outside of elections</li><li>• Bargaining begins the day after we ratify a new contract.</li><li>• CUPE has 220,000 members in Ontario, we have a capacity to make change. The 2009 Nova Scotia NDP victory was largely thanks to member-to-member organizing.</li><li>• We are involved in elections because they affect us all. The right wing agenda is gaining ground across the country.</li><li>• After Rae Days in the 1990s CUPE and OPSEU boycotted the NDP and we ended up with huge Harris majorities and the "Common Sense Revolution . Strategic voting in later elections ended up watered down our voice at Queen's Park.</li><li>• Connect issue-based campaigns with political action work.</li><li>• Politicians don't come out first on issues – we need to make sure they follow us. Lobbying is essential in advancing our</li></ul>
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	agenda.
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### Breakout - World Café Workshops Drummond Report



#### ***Why is this issue important for us as workers in the sector?***

- Drummond Report is intentionally inaccessible/difficult to understand the scope of the effect of the report
- Creating a tense hostile environment
- Further austerity allows employers to be bolder in not living up to their obligations
- Union solidarity under attack – frames the debate – inaccurately.
- Creating the crisis, encourages privatization/contracting-out
- Loss of public services
- High stress, job loss
- We need to take responsibility for our future – they won't
- It presents workers as the problem

#### ***What are the challenges?***

- Packaging information for report to make it accessible and solutions oriented
- Because of the presentation/media packaging of the report some of our members have bought into the rhetoric
- Public perception of unions will taint the public's reaction to our criticism of the report
- Pension and benefit pressures
- Underfunding and decreased quality
- Re-politicize the issues
- How to get people to act now
- Getting public to listen and understand
- Lack of understanding of the neo-liberal narrative
- Strained union-management relationships
- Convince politicians
- How to reach out to all sectors

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### **What are the opportunities/possibilities?**

- Provides a platform for unions to educate and agitate
- Improve relations with other unions to develop a unified voice
- To increase skepticism of corporate control and the public discontent with the corporations.
- Common target
- Bring fight against austerity
- Challenge it / change the outcome
- Other solutions
- Force better alliances
- Show long term effects
- Unifying issues, rallying cry
- All our complaints in one report
- Possibility of NDP majority
- Mobilize leaders

### **What's the one thing we can do now as workers in the sector?**

- To produce a fact sheet outlining what the Drummond Report is, why it's not good for Ontario and distribute over social media and elsewhere.
- Create a committee to develop a comprehensive alternative plan (Anti-Drummond Report) that is accessible and solution oriented.
- Organize a “days of action” – like protest
- Mobilize by informing people everyday with positive energy that we need to fight this together
- A campaign that will show what “good” the Drummond report will do for public sector workers, for example burning the report to keep warm.
- Create a video Packaging everything about the Drummond Report - all of the impacts of what it will look like and show it to the public, e.g. long lineups in an emergency room, etc...

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Workshop – Open Concept, Action Plan Draft



### **Public Campaigns - “Working Together for U”**

*Visibility is one of the major issues, we need to create visibility for workers,  
Show unity among people who make university work  
Based on the previous campaigns by Local 79 and Ottawa CUPE Council*

**Action:**

*Produce posters, use a template so it can be changed to meet needs of campus but have a theme, ads, media signage*

*Theme – Showcase real workers at the university. Example of poster – picture of person x with a caption underneath stating what person x does.*

*Create a YouTube video, a day in the life of a campus worker. “Hello! can you see me”, one video makes more sense than a series.*

**Who:**

*Someone with multimedia experience to produce template, OUWCC, National*

**When:**

*To start immediately, have template sent to locals by end of March. Have Youtube ready to showcase on labour day.*

**How:**

*Money from National to assist in production of YouTube video and for printing costs.*

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### Coalitions – “Pick Up Lines”

#### Step 1:

Identify potential partners

#### Step 2:

Identify common interests – “what can we agree on”

#### Step 3:

Join or visit - Unions and Associations - on campus groups

#### Step 4:

Invite representatives to visit your meetings

#### Step 5:

Mobilize together

- Campaigns (tuition, user fees, privatization)
- Health and Safety
- Bargaining
- Drummond Report

#### Step 6:

Build relationships by meeting regularly to share information, celebrate achievements

- Events
- Have fun!

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### Response to Drummond

#### Fact Sheet:

- Clear, plain language 8.5"x11" double sided handout outlining elements of the Drummond Report that specifically address universities (i.e. Section 7) as well as some brief general analysis.
  - List 2-3 action items, including letter-writing/email campaign and OFL Day of Action event details.
  - Reader friendly, attractive layout; grayscale to enhance local printing.
- 11"x17" colour poster in same theme as handout.
- Final copy sent electronically March 16, including French version

#### OFL Day of Action, April 21st:

- Locals will commit to mobilizing and sending members to the Day of Action through means effective for them (ie. Through Labour Councils, on-campus coalitions, as individuals, etc.).
- Ouwcc will encourage CUPE Ontario to participate fully and provide Locals with necessary resources.
- Large Ouwcc vinyl banner! With lots of pretty colours.
- On-Campus/Community Events
  - Informal 3-4 member Email Working Group to develop "electronic toolbox" (with assistance from CUPE Ontario and National) that will assist Locals who wish to hold and mobilize for on-campus anti-Drummond events. Toolbox will include a template event poster, the Fact Sheet, lists of experts etc. to invite, petition/postcard, etc. by March 16.
  - Develop series of YouTube videos. Ideas include backgrounders and "Drummond Before and After."
  - Use event to mobilize for OFL Day of Action and encourage members to take specific actions (ie. Petition, email blitz, wear swag, etc.)
- Develop Alternative Economic Program
  - Request that CUPE develop (probably with other allied organizations) a comprehensive alternative economic vision for Ontario and Canada.
  - It must be a proactive, positive document, and should be developed within 4-6 months.

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### Direct Action Plan

As austerity measures intensify, not just in Ontario, but worldwide, it is clear that we must intensify our fightback. This proposal is to develop and enhance our understanding of our various methods of engagement and to explore the potentials for an escalating series of resistance tactics.

The drafting group wants to be explicit that nothing in this proposal is to be interpreted as creating an expectation that all Ouwcc members participate in direct action. However, it is a call for members to support (actively or silently) the recognition that some members wish to pursue these tactics and wish to disrupt “business as usual” by politicians, corporate elites and their cronies, not just for post-secondary education workers, but the larger working class. Further, the CLC, National and Ontario Division have all included direct action as part of their recent action plans.

For the action plan, in concrete terms, we are proposing creating space for:

- Coordinated info pickets – not just about bargaining
- Flying Squad (Stop the Cuts)
- Occupations/Sit-ins
- Rallies/Occupations of Common Space
- Food-ins
- Glitter bombs
- “Retirement parties”
- Banner drops/balloon floats
- Email blitzes
- Job actions – not just strikes

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For security reasons, we have omitted specific dates or targets, but the OFL Office Occupations, or Under Pressure's (an Ottawa-based anti-poverty group similar to OCAP) disruptions of McGuinty's address to the Canadian Club are examples of the types of actions the OUWCC could help facilitate.

Along these lines, we recognize the need for improved education and training for members (both those who wish to participate in direct action, and those who don't). We will be proposing that OUWCC motion Ontario Division to request that CUPE National Union Develop create a Direct Action Training workshop. We feel that this training is urgently needed for members to understand what direct action is, how people can engage with direct action, and how to ensure that people can remain within their comfort levels.

Local 3906 who submitted a resolution to the OFL on Direction Action Training, contact the OFL to find out the status of such planning.

Costs associated with any Direct Action are the responsibility of the Locals. The OUWCC will engage in communicating and coordinating activities.

Some guidelines about access to the OUWCC coordinated bargaining levy

### Health & Safety

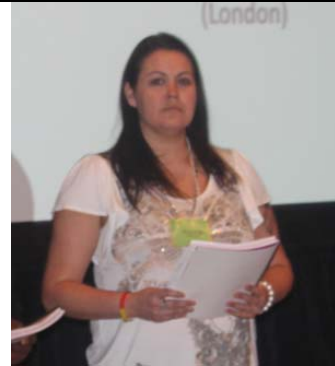
1. To expose and politicize the problem of deferred maintenance on campuses, and the associated impacts on Health & Safety
2. Collecting information on incident reports on campuses
3. Move forward with action to create a Section 21 committee.

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### Social Justice Forum Aboriginal Discussion Group



Sister Miaco Kuzyk-Hildebrand, Local 4207 member and an ESL Instructor at Brock, gave a presentation called “Aboriginal Issues.”

Sister Miaco covered three issues affecting the Aboriginal communities:

- In the costly legal battle emerging from the Algonquins of Barriere Lake, PQ and the Government of Canada; they have had no choice but to litigate with the Government of Canada to protect their deserved land rights.

This case came as the government imposed an illegitimate band council that doesn’t represent the community.

- The state of the housing crisis in the remote community of Attawapiskat, a northern Ontario community where a severe housing shortage has forced families to live in tents and unheated trailers, some without access to running water and electricity.

The Government of Canada had the nerve to attack the community leadership rather than reach out to support them.

- Forthcoming legislation that affecting the Aboriginal Community. Bill C-10, a collection of 10 bills on the Harper government’s tough-on-crime agenda, includes mandatory-minimum-sentencing rules that will prevent judges to impose alternative sentences, which has had preventative success with return sentences, especially with the Aboriginal Community – who make up less than four per cent of the general population, but account for 22 per cent of prison inmates.

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### ELECTION RESULTS

#### **CHAIR**

Janice Folk-Dawson

#### **VICE-CHAIR**

James Meades

#### **INJURED WORKER REPRESENTATIVE**

vacant

#### **HEALTH & SAFETY REPRESENTATIVE**

Lisa Marion

#### **EMPLOYMENT EQUITY REPRESENTATIVE**

Diane Therrien

#### **CAMPUS REPRESENTATIVES**

McMaster - David Cox, Local 3906	Uof T – Meghan McPhee, Local 1281
Windsor – James Kehoe, Local 1001	Brock – John Ikola, Local 4207
Guelph – Laura Solomon, Local 1334	Carleton – Pam Griffin-Hody, Local 2424
Western – Wesley Brown, Local 2361	Waterloo – Doug Campbell, Local 793
Queens – Rosie Sardinha, Local 229	Trent – Stephen Horner, Local 3908
Uof Ottawa, Joel Ratcliffe, Local 2626	York, Billy Gyamfi, Local 1356
Ryerson – Vacant	

\*the OUWCC Executive will appoint any vacancies.



Conference documents will be available at <http://cupe.on.ca/s36/university>

# OUWCC CONFERENCE

*Commitment – Coordination – Capacity - Progress*  
London Hilton, London

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