

# OSBCC ACTION PLAN

## DEFENDING PUBLIC EDUCATION AND FREE COLLECTIVE BARGAINING

**Bargaining Strategy** – To Be Provided Verbally for discussion

### Local's Role in the Legal Constitutional Challenge

- File Grievances for every member of your bargaining units as soon as the employer moves to treat them differently from your collective agreement.
- Set up a system to track all grievances filed for this purpose.
- Fill out information sheets for these grievances and provide copies to your National Staff Representative, and the School Boards Coordinator, Brian Blakeley, within one week of filing.
- Coordinate dealing of these grievances with your National Staff Rep through the OSBCC Centrally.

Communication is KEY to this Action Plan.

Make sure to be in touch with your mobilization representative regularly. Copy CUPE Ontario on all e-mails you send about actions using [campaigns@cupe.on.ca](mailto:campaigns@cupe.on.ca)

**Build Membership Solidarity** – actions aimed at increasing solidarity by informing, educating and mobilizing membership:

- ✓ Update membership lists with non-work emails and personal phone numbers.
- ✓ Provide Telephone numbers within two (2) weeks to facilitate All Members Town Hall Conference Calls in the sector.
- ✓ Develop phone trees to communicate quickly with members.
- ✓ Distribute the OSBCC Bargaining/Mobilization Updates to all members and post them on the workplace bulletin board as soon as they are received.
- ✓ Wear black every Wednesday until further notice.
- ✓ Contact local teacher union leadership with ETFO and OSSTF to increase coordination.
- ✓ Coordinate rallies/demos at targeted constituency offices with other unions.
- ✓ Hold membership and/or workplace meetings to educate and update members, share ideas and address concerns.
- ✓ Increase the visibility of CUPE in the workplace. Visit [cupe.on.ca/supportededucation](http://cupe.on.ca/supportededucation) for pre-designed samples of items you can purchase.
- ✓ Participate in Mobilizing Mondays by taking the two- and five-minute actions.
- ✓ Support ongoing local campaigns to protect public services, stop contracting out and raise the CUPE profile.

**Lobby Decision-Makers** – hold politicians accountable for their actions:

MPPs:

- ✓ Go to [www.cupe.on.ca/supportededucation](http://www.cupe.on.ca/supportededucation) Plug in postal codes to find MPPs and how they voted. Inform Local Members and get them to contact local MPPs directly.
- ✓ Organize at least 10 members from your local to schedule separate personal meetings with their local MPP within the next 6-week period. Use the MPP Lobby Kit, which includes speaking points and feedback forms provided by CUPE Ontario, to facilitate these meetings.
- ✓ Disrupt all events held by Liberals or Tories in your area by attending and asking questions about Charter Rights and the Legal Challenge.
- ✓ Track Liberal and Tory events/media opportunities and get in touch with CUPE Ontario. We will make sure that if you cannot attend yourself, someone is there to ask important questions relating to Charter rights.
- ✓ Immediately contact community organizations with whom your local has a relationship. Lobby them to help and get them to send a letter to your MPP.
- ✓ Share other creative ideas with your area mobilization representative.

Trustees:

- ✓ Identify Trustees in your region that were supported by Labour Councils (this includes any Trustees you helped get elected) and set up a meeting – use the Trustee Lobby Kit
- ✓ Lobby every Board Trustee in your region.
- ✓ Meet with your Labour Council – share the information with them and encourage your Labour Council to speak to Board Trustees.

**Connecting with Community** – opportunities to educate the public and politicians on our issues and spread our message effectively. Actions include:

- ✓ Request an opportunity to speak at the next parent council meeting – materials will be provided to guide you through these meetings.
- ✓ Map all community events (i.e. fall fairs, sporting events, fundraisers, etc.) for the next three (3) months and share this with Mobilization rep and CUPE Ontario. Plan creative and positive ways to get our message out and promote the importance of the work you do in schools. Contact CUPE Ontario for materials.
- ✓ Make presentations when community groups come together (i.e. local association meetings, service clubs, business improvement meetings, faith groups, etc.)

**Regional Actions** – work with your area mobilization representative to bring activists together to plan and implement coordinated regional actions:

- ✓ Hold area meeting in your region before the end of October. Invite your CUPE District Council to participate.
- ✓ Attend CUPE District Council meetings and ask to make a presentation.
- ✓ Go to your Labour Council and ask them to support community/regional actions you are undertaking.
- ✓ Ottawa activists participate in the information picket taking place at the Ontario Liberal Party Annual General Meeting in Ottawa on September 28.
- ✓ Use key calendar dates, such as Thanksgiving, Halloween, Christmas, to pinpoint events taking place in your region and plan to attend those events en masse. Distribute CUPE items at these events to call for the repeal of Bill 115 and to increase the profile of CUPE education support workers.
- ✓ Develop a speakers' bureau by identifying spokespeople in every region and training them to increase media opportunities across the province.

**Provincial Actions** – broader actions to deliver our message across the province:

- ✓ Increase resources to provide for full-time dedicated communications and campaign coordination staff.
- ✓ Call on the provincial federation and labour allies to hold an all unions meeting to discuss the impact of Bill 115 and begin actions to support repealing Bill 115.
- ✓ Continue with Town Hall conference calls to ensure members are kept up to date and have the opportunity to engage in a provincial discussion.
- ✓ Hold a provincewide Town Hall conference call in mid-October with the goal of reaching as much of the front line membership as possible.
- ✓ Hold a breakfast briefing at Queen's Park this fall. Have experts walk MPPs through why this legislation is constitutionally wrong.
- ✓ Continue to build a provincewide media strategy with a regional focus that profiles members as well as highlights the broader issues. These include: editorials, articles, interviews, events that will get media attention and be reported on, letters to the editor, etc.
- ✓ Make a presentation to the Ontario Student Trustees Association and identify if there are ways we can work together to support public education.
- ✓ Explore options for more ads.

## Materials to Support Action Plan

To assist members, locals and activists to implement this action plan include:

- Web Supports – [cupe.on.ca/supportededucation](http://cupe.on.ca/supportededucation);
- Lobby kits – for MPPS, Trustees, Parent councils;
- Speaking points for rallies/events;
- Letter to MPPs;
- Sample letter for community organization support;
- Fact sheets, flyers, postcards, buttons, bumper stickers, placards, etc...

Every bargaining unit must have a member that is responsible for your local's mobilization coordination. That member is the direct link to the OSBCC Mobilization Committee and is to provide weekly updates on:

- What the local has done
- New creative ideas that we can share
- Lobby response tracking sheets

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