

CUPE EDUCATION WORKERS MAKING SCHOOLS WORK



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OSBCC Update – 2016

Upcoming dates:

- **April 9, 2016** – Leadership meeting regarding benefits trust
- **May 25 to 28, 2016** – OD Convention

March 10, 2016

Sisters and Brothers,

We want to respond to some of your recent questions, update you on work that has been done since our sector conference in February, ongoing work, and a planned April meeting regarding the benefits trust.

As of today we have 80 bargaining units with either tentative or ratified Collective Agreements. That leaves 30 bargaining units still in the process of bargaining. A number of them have filed no boards in order to move into a position to take job action.

Lump Sum Payments

We have received a number of questions regarding the lump sum payments negotiated.

Do members on LTD qualify for lump sum payments?

CUPE's position is yes. They are on paid sick leave.

Do members on unpaid leave qualify for lump sum payments?

It depends. If they are on an unpaid leave covered by the Employment Standards Act (ESA) they would qualify. The ESA covers leaves including but not limited to maternity and parental leaves, or family medical leave, or critically ill child care leave. Denials should be looked at on a case-by-case basis.

On what basis are casual employees paid the lump sum?

If the casual employee worked between September 1st, 2014 and August 31st, 2015, and was still on the supply list on December 4th, 2015, they will be paid the lump sum based on the hours they worked in 2014-2015.

How can you annualize salaries for new hires?

There are a number of ways this could be done. The board could pay the 1% as a lump sum on every pay, or you could negotiate two payouts (the first based on wages earned at the time the lump sum is paid out, and the second at the end of August 2016). Or there could be a lump sum at the time of payout, and then 1% lump sum paid out on every cheque through to the end of the year.

Meetings with the Government:

▪ **Review of Central Bargaining**

On March 31st, CUPE will be meeting with the government regarding ways to improve the central bargaining process for next time. We will share the input from delegates at the conference, as well as the analysis conducted by our bargaining committee in our debriefing sessions.

▪ **Meeting with Auditor General**

CUPE will meet with the Auditor General on March 24th to review expenses related to the 2008 and 2012 rounds of bargaining.

▪ **Transformational Leadership Meetings**

The Transformational Leadership group is a group meeting at the request of the Ministry of Education, with CUPE's strong involvement. This group is looking at how to integrate all staff into the planning for meeting students' needs. We will meet three more times: March 22nd, 23rd and April 19th. We will take the input received from the classification meetings, and will position that as a way for our members to provide valuable input in school communities province-wide on an ongoing basis.

▪ **Ministry Initiatives Meetings**

There have been two Ministry Initiatives meetings so far this year. The first meeting was on February 4th, and the second on March 5th.

Deputy Education Minister George Zegarac opened up the meetings by setting course that this group would be asked to follow. In attendance at these meetings were union and federation representatives, along with school board directors, superintendents and ministry officials.

The Ministry says that the focus of these meetings is the well-being of students, which includes safe schools. The Deputy Minister referred to the mandate letter from the Premier, encouraging stakeholders to work with other services such as health and social service providers, aboriginal communities, etc.

Although the first two meetings were to set the framework of moving forward on

initiatives, the real work is just about to start. We will keep you updated after every meeting of this group.

- **Early Years Meeting, Parenting and Family Literacy Centres**

The government announced an initiative two weeks ago that may have an impact on our members who work in Parenting and Family Literacy Centres. This past week we met to hear how these programs will run in future. The ministry explained there will be a broad consultation with stakeholders to review programs and services, and to raise public awareness about the programs so that all communities have access. The message at the meeting was that the goal is not to reduce spending on early years centres.

Collective Agreements

We are working with the CTA to correct a number of issues arising out of the implementation of the central agreement. In particular, we have a number of boards who are taking the position that the new sick leave plan only applies to those casuals who had access to sick leave previously. The CTA has told us they are working to get these issues corrected.

We are working to establish the working groups named in the central agreement, and will provide dates and names of those attending in the near future.

We've had a lot of questions about how to integrate the central and local agreements. We have tried to work with the CTA on a common framework for the new agreements, but there doesn't seem to be any interest on the CTA side to direct a board to do it in a particular way. So that would leave it up to the local parties to decide. We will have something out shortly on best ideas we have seen to date.

Please remember that status quo central language that remains in the local agreement should be identified as such. Also, in Letter of Understanding #2, there is language that should be incorporated into the collective agreement without alteration.

Additionally, the old sick leave language should stay in the agreement for historical purposes pending the decision from the charter challenge.

CUPE Benefits Working Group

The benefits working group has met twice since the February conference. It is a challenge to determine the elements of a common plan, with common eligibility thresholds. But the benefits group, working alongside our consultants, is making progress.

Our ability to determine the viability of a provincial plan relies on having accurate data from the school boards. School boards were to have submitted this data by the end of January. Unfortunately, the government has had to go back to many boards because the data is incomplete. In light of this, we have told the government we'd like to see an extension of the timeline for decision making.

We will hold a leadership meeting on April 9th in Toronto (specific location details will be out soon). At this information meeting, we will share with local leaders the decisions we must make if we are establishing a new plan, and we will solicit feedback. We ask that those who attend bring copies of their benefits plans and their collective agreements so that you may refer to them through the meeting.

OSBCC committee work

The new OSBCC Committee met March 4th through 6th. We reviewed the motions coming out of our conference, and took a look at priorities for the coming year. Dan MacKenzie of the Ontario Division will be working with us on campaign support this year.

We would like to develop kits for locals to use when faced with proposals to cut staff, as their local boards wrestle with budgets. A main message of this campaign will be to call on the government to provide a full and public review of the school funding formula.

We are developing a kit to assist in fighting school closures. If your board announces a Pupil Accommodation Review, or makes announcements about school closures or consolidations in your area, please advise Brother Paul O'Donnell. He can be reached at podonnell@cupe.ca

A number of locals have said there are unorganized workers in their school boards who might want to join CUPE. We would like to hear from you by March 21st with specifics from your locals so that we can follow up with CUPE's organizing department. Please send this information to Terri Preston at terri.preston@cupe4400.org

Don Postar and Dan Mills, our OSBCC Health and Safety rep and alternate, will review health and safety terms of reference in order to present best practices at our conference next year. They will be working with Brother Blain Morin on this project.

Ontario Division Convention

The OD convention will be held from May 25th through 28th in Toronto this spring. The school board caucus will be held on May 24th from 3:00 p.m. to 4:30 p.m.

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