

# CUPE EDUCATION WORKERS MAKING SCHOOLS WORK



4

OSBCC Update – Fall 2016

## Upcoming dates:

- **September 26, 2016** – LTD Working Group (initial meeting with the Council of Trustee Associations)
- **October 5-7, 2016** – Northern Ontario Conference
- **October 17, 2016** – National Sector Conference
- **February 7-11, 2017** – OSBCC Conference

## September 20, 2016

Sisters and Brothers,

We want to update you on developments and initiatives which have taken place in the sector over the summer. As of today we only have three out of 111 bargaining units still working to complete their local bargaining.

### Central disputes

The Central Dispute Resolution Committee met on June 24 with the CTA and Crown to discuss the outstanding disputes arising out of the central agreement. At this meeting CUPE raised issues stemming from 15 school boards on issues such as sick leave for casuals, benefits, gratuity, miscellaneous leave, job security, lump sum payment, grid movement and attendance at mandatory meetings.

### Charter challenge and remedy

CUPE, UNIFOR and OPSEU sent a joint letter to the government to have an initial discussion on how the parties will proceed with remedy talks following our successful charter challenge against Bill 115. This process discussion has been confirmed for September 21.

### Sick Leave Plan

We have received a number of questions from local leaders regarding the sick leave plan and how it will work. A document has been prepared and translated. The document was sent to local presidents via the OSBCC area reps following the Town Hall teleconference on August 30.

### Provincial Benefits Working Group

Thank you to all of you who spent time verifying your FTEs as of October 2013 and October 2014. The exercise has pointed out some challenges we collectively have in tracking our membership numbers.

The Benefits Working Group has continued meeting throughout the summer to come up with a common plan which will provide the greatest benefit to the greatest number of employees. We have used feedback from the member survey to assist us in this process. One of the most challenging aspects of the process is looking at the standardization of eligibility thresholds due to the differences in our collective agreements.

We are nearing the end of the due diligence process which has consisted of information gathering, verification and analysis. We must continually ask ourselves whether the money available is sufficient for us to provide a good plan to our members on an ongoing basis. If the funding is inadequate, we will not be moving forward.

## **Organizing the unorganized**

At the end of June we sent our application to local Presidents to identify members to be trained as organizers. CUPE National Organizing Training will take place September 20-21. We are pleased to see that so many of our members signed up.

## **DECE Working Group**

Initial meetings with the CTA and the government have taken place. The joint committee, which includes the two councils representing education workers, has finalized terms of reference and are in the process of gathering information from school boards and locals. A survey was sent out by members of our working group to presidents of locals representing ECEs. If you have not completed the survey or have not received the survey, please contact Laura Walton: [lwalton@cupe1022.ca](mailto:lwalton@cupe1022.ca).

The joint committee will be discussing issues such as class size, planning time and special education supports in the FDK program.

## **Raising the profile of our work**

Flyers are being developed to raise the profile of the work our members do in schools. These flyers are aimed at high school students and their parents and suggest why working in schools (as a custodian, EA, ECE, etc.) is a good career choice. We expect to have these ready for distribution come late September.

We are also finalizing a campaign to expose holes in the funding formula. It is clear, given recent reports, that there is a real deficit in school operations and capital funding. We have already seen cutbacks to Educational Assistants due to the inadequacy of funding for Special Education. As we move into the new school year we need to identify other funding short falls and the impact those short falls have on students.

## **Restructuring Subcommittee**

One of the motions passed at our conference was for the OSBCC to review its structure with an aim to identifying ways to strengthen our position within CUPE. The subcommittee has met twice over the summer. It is our intention to seek input from local leaders through upcoming area meetings.

## **Levy**

As we move closer to the start of another bargaining session we will need to refresh the levy account for both bargaining and bargaining support purposes. A letter will be going out to local presidents shortly reminding them of the importance of the levy. As requested by a number of locals we will send a reconciliation of monies spent in the previous round of bargaining.

**[www.osbcc.ca](http://www.osbcc.ca)**  
**[www.facebook.com/CUPEeducationworkers](https://www.facebook.com/CUPEeducationworkers)**  
**Twitter: @osbcc**

MS:gb/cope491