



## Upcoming dates:

**May 30, 2017 (afternoon)** –  
School Board Caucus held  
prior to CUPE Ontario  
Convention, Toronto  
Sheraton Centre

**May 31-June 3, 2017** –  
54<sup>th</sup> annual CUPE Ontario  
Convention, Toronto  
Sheraton Centre

## May 2017

### Preparing for a resumption of REMEDY discussions

Since our last update in March, we have been approached by the government to restart remedy discussions. Brother Dan Crow, our researcher, has been looking into the losses CUPE Members have experienced, so we will be prepared when meetings begin.

CUPE National has also provided advice from an outside actuary, who will assist us in determining members' overall losses.

Discussions are scheduled to take place May 11 and 12.

Ultimately, once a settlement has been reached, the final decision on whether or not to accept will reside with you, the members. A vote will be scheduled upon reaching a settlement.

### Updates on the Benefits Trust

A big thank you goes out to Cynthia Janseunne, David Spek, Elena di Nardo, Rod McGee and Sylvain Piché of the Benefits Trust Working Group for their efforts to get the Benefits Trust established. Their Locals also deserve a great deal of thanks for freeing these members up to take on this task.

The Working Group looked at the volume of work required to transition into the Trust and have agreed to have David Spek booked off full time to act as Project Manager. We want to thank CUPE National and CUPE Ontario for their assistance in getting David set up with office space and facilitating purchases until the Trust is established.

Locals can expect to hear from David in the near future, as we follow up on getting verification of Full-Time Employees from

local Presidents. Otherwise, David will be engaged with working with Trustees to set up training and to ensure they have the information they require to fulfill their jobs. All of the Teacher Trusts have similarly engaged a Project Manager to see them through the transition period.

We were pleased with the interest expressed by members in participating as a Trustee to the CUPE Education Workers Benefit Trust. The calibre of people interviewed was very impressive. We are pleased to announce that Brother Bill Campbell of Local 996 and Brother Jim Glaven of Local 2544 will join the Trust as Trustees.

We have also selected our expert Trustee. Gary Goddard is an actuary who has worked extensively with Trusts through the Public Service Alliance of Canada (PSAC). The OSBCC position will be filled by Terri Preston, until elections in February, at which time the Trustee will be elected by delegates. The staff position will be appointed by Mark Hancock and we expect that appointment to take place any day.

We will be putting out a benefits update with information about all our Trustees (including a brief bio) for you to share with your members.

We are currently interviewing for the Third Party Administrator and Insurer(s) and hope to make decisions on these providers in the very near future. We were very pleased by the interest shown in our Requests for Proposals.

## Grants for Student Needs

Local Presidents will be receiving the analysis of the changes to the GSNs very soon. Many thanks to Brother Dan Crow for his work on this.

## Enhancement Funds

It is great to see locals initiating discussions related to how the enhancement funds will be spent. Many questions have been raised through that process and we want to take some time to ensure everyone is clear on how we move forward.

Enhancement money can be used for the following reasons (suggestions, not the only ideas):

- To increase the protected complement of the classification where the funding is being applied;
- To protect against redundancies that would take place if the funding had not been negotiated;
- To increase hours of bargaining unit members;
- To create full-time permanent replacement pools.

Enhancement money should NOT be used to create two-year term positions, as one board recently suggested.

Before going to the meeting, you should be aware of your Protected Complement (FTEs) for the classifications which are subject to the enhanced funding.

If the employer is stating there would be layoffs, make sure they prove in accordance with Letter of Understanding # 3 of the Central Agreement why there would have been layoffs:

- Declining enrolment, or
- School closures, or
- Reduced funding.

This funding cannot be used to provide additional staff to cover off loss through attrition. The Ministry's B.04 memo, dated April 12<sup>th</sup>, states:

"It is not generally intended that the Local Priorities Fund (LPF) will be used to simply fund the replacement of the same positions reduced through attrition following the date of this memorandum. Boards that intend to use the LPF in this manner must be prepared to demonstrate local circumstances supporting such use.

Subject to demonstrated local circumstances, where a local union has a concern about the use of attrition, such concerns may be raised at the central dispute resolution committee, where the Crown is a participant."

If your board has multiple CUPE Locals or bargaining units, make sure you know in advance—before going in—how the funds are to be divided. It should be at the ratio of FTE by classification.

Office, Clerical and Technical (OCT) and custodial staff in a board will share the Other Staffing Amount based on FTEs. For example, a workplace with **FIVE (5)** OCT FTEs and **FIVE (5)** custodial FTEs would have a 50:50 split of the Other Staffing Amount.

## School Closures

### The fight against school closures continues!

The Ministry of Education has scheduled meetings throughout Ontario to discuss the impact of school closures on rural communities. We encourage all locals to attend meetings in your areas as both Union members and members of the community with an interest in maintaining a local school.

We have posted the dates for community meetings on the Ontario Schoolboard List Serve.

## Asbestos Survey and DECE Surveys

Thanks to all the locals who returned the Asbestos Survey to custodial, maintenance, Trades and IT workers. The organization responsible for the survey has indicated that they would send the results to us, so we can share them with members.

Another thanks goes out to all the locals who have made the DECE survey available to their members. The researcher has asked for an estimate of how many people received the survey, so they can better track their response rates.

## Restructuring

The OSBCC has asked for a meeting between our restructuring committee and the officers of both CUPE Ontario and CUPE National. The committee will meet in the near future to address the feedback we received at the conference in advance of a meeting in the fall where the focus will be on restructuring.

## Ontario Division Convention

If you are planning to attend the CUPE Ontario Convention, please plan to arrive on May 30<sup>th</sup>, so you can attend the School Board Caucus, which takes place from 3 to 4:30 p.m. in the Osgoode Ballroom. The OMERS meeting takes place between 5:30 and 7 p.m. in the Chestnut East and West.

Raising the Profile of our Work:

As the end of the year approaches, don't forget to use the career pamphlets we have developed to help you raise the profile of our work when you are planning end-of-year activities! They're a great resource to get our message out and can be distributed at farmers' market booths, school job fairs, public swim days, Labour Day events and wherever else you can think of.

Brother Anthony Cutrone, President of Local 4299, received support from his school board to have our career pamphlets available in their high schools. Well done, Anthony!

To order pamphlets please contact Dan MacKenzie at CUPE Ontario: [dmackenzie@cupe.on.ca](mailto:dmackenzie@cupe.on.ca). Let him know which job classifications pamphlets you'd like to order and how many of each.

Please share your ideas as to how we can continue to raise the profile of our work!

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