

# CUPE EDUCATION WORKERS MAKING SCHOOLS WORK



## OSBCC Conference Report | February 9-13, 2016 | Richmond Hill, Ontario

On the evening of **Tuesday, February 9th, 2016**, the Ontario School Boards Coordinating Committee (OSBCC) annual sector conference was called to order by Sister Terri Preston, our Chair.

Following the reading of the equality statement and a moment of silence for education workers who have passed away, we heard from Sister Joanne Webb, CUPE Ontario's aboriginal Diversity VP. Sister Webb brought greetings to us, and she addressed the theme of this year's conference: moving forward. Sister Webb reminded us to "stay in the present, and honour each small step in life. Your small steps accumulate and move you forward in your journey." Brother Vern Andrus gave a gift of tobacco as a thank you to Sister Joanne, who noted that it would be her last year as a VP. Sister Joanne received a standing ovation.



Area reps Sylvain Piché and Elena DiNardo brought greetings to delegates, as did Eddie Pereira from the Peel CUPE Council.

Delegates then welcomed New Democrat MPPs Wayne Gates and Lisa Gretzky, NDP education critic. MPP Gretzky, who was a trustee before she was elected to Queens Park, singled out CUPE education workers for the work we do. She decried the lack of funding for public education, and pledged to fight cuts in the sector alongside us. She talked about cuts to frontline staff, and spoke to the value of the entire education team – teachers, early childhood educators, educational assistants, and the many others who support students each day.

Delegates welcomed two special guest speakers to the first night of the conference: former Toronto District School Board (TDSB) student Anthony Girgenti, and his father Marco. Anthony was a learning-disabled student who relied a great deal on the CUPE education workers who supported him, and his father paid tribute to them, as did Anthony.



Anthony and his dad talked about how we can make change by being different, by changing thinking, by changing paradigms. Marco said that many experts told him Anthony would not be able to accomplish the things he has. Marco credits Anthony being a "disruptor" – someone whose entire existence is devoted to doing things differently – with the successes Anthony has had in creating an animated web series called "Artistic Guardian." Marco and Anthony played a bit of the web series for delegates, who collectively raised over \$7,000 to help Anthony purchase the computer equipment needed to continue moving his animation work forward.

Delegates also heard from CUPE Ontario President Fred Hahn on the first night of the conference. Brother Hahn addressed the two difficult rounds of bargaining faced by our sector in recent years. He praised the job action we took in the fall of 2015, noting that it had an external impact that strengthened us at the bargaining table and let us keep moving forward. Brother Hahn talked about income inequality, stagnant wages, and precarious work. He urged us to tackle these issues in our classification meetings and strategize about how

to fight the push to casualize our work. Brother Hahn also talked about how the fight for economic justice goes hand in hand with the fight against racism.

Before the conference adjourned for the evening, Brother Frank Ventresca announced that Brother Keith Levere won the Peter Kormos Award. The award is given by the Niagara Region Labour Council for outstanding political activism and leadership by a union member. Brother Keith is a member of the executive of Local 4156.



**There was a meet-and-greet social following adjournment on the first evening.**

**O**n Wednesday, February 10<sup>th</sup>, delegates opened the day with a report from OSBCC Chair Terri Preston. (For those who have a copy of the conference book, Terri's report can be found at Tab 7).

Sister Preston thanked all committee members and alternates, as well as the staff assigned to the OSBCC, for all their work over the last year. She especially welcomed first-time sector conference attendees.

Sister Preston introduced the central bargaining committee, and she highlighted the gains made in central bargaining. She touched on:

- A consistent sick leave plan of 11 days at 100% and 120 days at 90%;
- Access to sick leave for those working in long-term supply assignments;
- Improvements to our maternity leave language, providing a minimum of eight weeks' pay;

- EI top-up provisions for the new Employment Standards Act leaves;
- Established seniority for members currently without a seniority date;
- Protection of the workforce complement;
- A central dispute resolution process;
- Committees to continue centralized talks with the government and the council of trustees' associations related to: ECE working conditions, health and safety, labour relations (including a violence prevention training programme), LTD working group, and a diverse and inclusive workforce committee.

Sister Preston acknowledged members' disappointment that we were unable to break through percentage wage increases set by the teachers. We were clear throughout bargaining that we could not pay for wage increases by reducing jobs.

She reviewed the work-to-rule action – our first on that scale and the largest job action in CUPE's history. She praised members' commitment to it, and noted that most locals now have improved internal communications systems as a result.



Sister Preston mentioned the ongoing work needed to work with government to develop a violence prevention strategy, to fight school closures, and to do our due diligence around the benefits trust.

She mentioned the Charter challenge on Bill 115, and advised members it would be some time until we have a decision. (Following the sector conference, in April, we received the

decision, and we won! We are in the process of trying to agree on remedy, and if we cannot, the matter will go back before the courts).

Sister Preston emphasized the need to organize unorganized workers in our sector. She announced that we will be working with CUPE National to train member organizers in the locals who identify opportunities in their boards.

Finally, Sister Preston pledged to continue to keep locals updated through regular town halls and bulletins, and praised members for continuing to make the case for our services in their communities.

Staff coordinator Jim Morrison also gave a report. He thanked the bargaining committee and the bargaining support committee for all their work, and drew special attention to Sister Darcie McEathron, who acted as bargaining support coordinator in the months leading up to settlement. Brother Morrison also led the delegates in a standing ovation for Sister Terri Preston. Jim praised Terri for leading the bargaining and the support strategy from start to finish.

Brother Morrison shared a slide presentation on coordinated bargaining achievements, prepared in conjunction with researcher Paul O'Donnell. This slide presentation was sent electronically to local presidents. Considerations in assessing what achievements were made on the coordinated language included looking at what language was already in place in specific bargaining units, and whether or not the proposed language applied to members represented by those bargaining units. Brother Morrison also touched on several of the achievements outlined by Sister Preston.

He provided an update on the number of locals who'd achieved new contracts in local bargaining: at the time of the conference the number was 41. He asked delegates to pledge their support to locals in their areas who were still in bargaining, to keep pressure on boards to reach deals.

Brother Morrison mentioned a benefits conference to be held in early April to review the options under the proposed benefits trust, and advised that details of this conference would be circulated soon.

Local 3396 announced that they were collecting toiletries for women's shelters in their area. Sister Melissa Martin of Local 3447 announced that a member of the local's school community had recently died and she encouraged members to pass the hat in the afternoon. (Delegates later pledged \$1,103.15 to help this sister's family).

Classification meetings started at 10:30, and were held for the rest of the morning, and the first part of the afternoon.

Mid-afternoon, delegates welcomed Brother Blain Morin, CUPE National Staff in the Health and Safety department. Brother Morin did a slide presentation on Bill 132, a piece of legislation that amends various statutes regarding sexual violence and harassment in the workplace, and drew delegates' attention to CUPE Ontario's submissions on the bill (available at [cupe.on.ca](http://cupe.on.ca) and in the conference booklet).

Following Brother Morin, delegates heard from Brother Don Postar (health and safety) and Brother Darrell Day (injured workers).

Brother Postar's report focused on mental health, and on the gains made in bargaining around health and safety. Letter of Understanding (LOU) 14 speaks to the provincial health and safety working group, and LOU 15 concerns violence prevention training.

Brother Day gave his report – what will be his last in the role. He highlighted some positive developments for injured workers (a return to full inflation indexing for those receiving benefits, and a reversal of negative changes to the calculations of survivors' benefits). He also reported on the change of leadership at the WSIB, with the Premier's former chief of staff Tom Teahen assuming the role of CEO at the WSIB.



The day concluded with a brief Q and A, and the announcement of election forums for open positions: Chair, Health & Safety rep, Injured Worker rep, and alternates for Health and Safety and Injured Workers.

**Adjournment was at 5:05 pm.**



The morning of **Thursday, February 11<sup>th</sup>**, delegates heard from Sister Candace Rennick, Secretary-Treasurer of CUPE Ontario.

Sister Candace thanked Terri for her incredible leadership in the sector. She talked about the challenges ahead for education workers: cuts at the board level, possible privatization of our work, and ongoing need to prevent violence on the job. She pledged a commitment to be there for education workers as they move forward with crucial decisions on the benefits trust. She made reference to the National Officers' attendance at the sector meeting and urged delegates to ask them for support.

Sister Rennick then opened elections, and explained the process.

#### **Election of Chair**

Terri Preston of Local 4400 stood for election, and was acclaimed.

#### **Election of Health & Safety Rep**

Vicky Evans of Local 4148 and Don Postar of Local 5555 agreed to stand for election. An election was held, and Brother Postar was elected.

#### **Election of Injured Workers' Rep**

Nora Shaughnessy of Local 1483 stood for election, and was acclaimed.

#### **Election of Health & Safety Alternate**

Dan Mills of Local 218 and Larry Emmanuel of Local 1196 agreed to stand for election. An election was held, and Brother Mills was elected.

#### **Election of Injured Workers' Alternate**

Debbie Gillan of Local 997 agreed to stand for election, and was acclaimed.

Motions to destroy all ballots were moved and seconded by Brother Vern Andrus and Brother Sylvain Piché, and these motions carried.

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## **Central Dispute Resolution Process**

Jim Morrison took delegates through a document explaining the new central dispute resolution process.

### **THE CENTRAL DISPUTE RESOLUTION PROCESS** **BETWEEN** **CUPE LOCAL/SCHOOL BOARD**

The following process pertains exclusively to disputes and grievances on central matters that have been referred to the central process. In accordance with the *School Board Collective Bargaining Act, 2014* central matters may also be grieved locally, in which case local grievance processes will apply. In the event that central language is being grieved locally, the local parties shall provide the grievance to their respective central agents.

#### **ALLEGED VIOLATION**

<b><u>Dispute filed Centrally</u></b>	<b><u>Dispute filed locally</u></b>
<b><u>Notice of Disputes (C4.12)</u></b> – The party alleging the violation shall submit a form found in Appendix A and send it to the responding party and the Crown. Information on the Central Dispute form should include, the alleged violation of the central agreement, statute, regulation, guideline or directive at issue. A comprehensive statement of relevant facts and remedy requested shall also be included.	<b><u>Local grievance</u></b> – The local can file a grievance on central issues as per the local collective agreement.

<p><b><u>Referral to the committee (C4.13)</u></b> – The Central Dispute Resolution form must be sent to the Co-chairs of the Central Committee and the Crown no later than 30 working days of the alleged violation. The Central Disputes resolution committee will review the dispute within 20 working days.</p> <p>If there is no decision within 20 working days of the Central party submitting the dispute may file the dispute as a grievance and refer it to arbitration within 10 working days.</p>	<p><b><u>Arbitration:</u></b> If this matter is not resolved through the grievance procedure, it may be referred to arbitration as per the local collective agreement.</p>
<p><b><u>Timelines (C4.14)</u></b> – Timelines for the Central Dispute process is set out in this article.</p>	<p><b>Decision or settlement</b></p>
<p><b><u>Voluntary Mediation (C4.15)</u></b> – the parties by mutual agreement may use the assistance of mediation to try and resolve the alleged violation of the central agreement.</p>	
<p><b><u>Arbitration (C4.16)</u></b> – if the parties are unable to resolve the dispute in question, they may refer the matter to arbitration for a decision.</p>	

## Structure of the new Collective Agreement

Brother Morrison also took delegates through the structure of the new central agreement, explaining that Part A will contain the central agreement, Part B the local agreement, and that an appendix will sit between the two parts, containing status quo language.

## Panel discussion on the Bill 122 experience

Delegates listened to a panel discussion on the Bill 122 experience, featuring Sister Terri Preston and Brother Paul Elliott, President of OSSTF.

Brother Elliott and Sister Preston both emphasized the importance of CUPE and the four teaching affiliates presenting a united front, and cited the first time they all met together with the Minister of Education. They talked about how we'd had to fight for the ability to strike at both the local and the central level – that it wasn't present in the first draft of Bill 122. They talked about the shortcomings in the process, and evidence that the conflicts among the various trustee associations played out at the table.

There was some discussion of the change in government role as it related to bargaining: in previous rounds, the province had acted as more of a facilitator. Now it was sitting at the table next to trustees, not neutral, and reading from a script that heavily emphasized the “net zero” language.

There was some discussion of the various labour board rulings the unions received over the course of the process. Both Brother Elliott and Sister Preston emphasized the need to be ready for a lengthy strike in the next round of bargaining.

**For the remainder of the afternoon of Thursday, February 11<sup>th</sup>, area meetings were held.**

**F**riday morning, February 12<sup>th</sup>, Brother Fred Hahn swore in the chair, the area reps, the alternates, Health & Safety and Injured Workers' reps and alternates, with congratulations to all.

Delegates were then addressed by Brother Mark Hancock, CUPE National President, who brought greetings from the National Executive Board. He thanked delegates for their work

in the education sector, and for their activism within the union. He talked about the need to broaden understanding that the school system is not solely about teachers, that education workers are central.

Brother Hancock noted that Ontario education workers were watched closely within CUPE during the recent round of bargaining. He heralded the leadership within our sector as extraordinary, and praised the work-to-rule job action so widely viewed as central to our ability to get a deal. He praised members on the central contract achieved and encouraged those local still bargaining to keep working.



Sister Preston then introduced the Working Group on Benefits. She explained the leadership meeting that will be held in April to review the choices on the benefits trust. Brother Jim Morrison then introduced Clio Godkewitsch of the law firm Koskie Minsky.

Ms Godkewitsch took delegates through a slide presentation on employee life and health trusts, reviewing options. She went over the advantages and disadvantages of participating, and her presentation was followed by a Q and A.

Sister Preston then introduced Patti Chapman to give her final report as Secretary Treasurer. Sister Terri thanked her for all her hard work over the years. Sister Chapman received a heartfelt standing ovation from delegates. Sister Chapman then delivered her financial report, including the case for the OSBCC levy.

Our next speaker was Charles Fleury, CUPE National Secretary-Treasurer. Brother Charles congratulated Terri and the entire team. He acknowledged all of the mobilizing work done, and said “the government now knows you will stand together.” He spoke of both Terri and Candace’s advocacy on behalf of education workers with the National – saying they both phoned to tell him how crucial the support of National was. He reported that the National had sent support amounting to \$2 million to buttress both mobilizing and

bargaining efforts. He also made reference to the National funding of the Charter challenge on Bill 115, and the task force struck following Convention to study strike pay.



**We then moved into reports that came out of the classification meetings.**

- **Clerical report:** Moira Bell, Local 4186 and Elena DiNardo, Local 2331
- **Maintenance report:** Peter Waterson, Local 1196
- **IT report:** Antony Nembhard, Local 218
- **Custodial report:** Rod McGee, Local 2486
- **EA report:** Jenn Eckert, Local 7575 and Bonnie Dineen, Local 4400
- **Instructors’ report:** Sylvester Domanski, Local 1328 and Miguel Lima, Local 4400

**Classification report backs continued in the afternoon on Friday, February 12<sup>th</sup>.**

- **Library workers’ report:** Keith Levere, Local 4156
- **ECEs’ report back:** Laura Walton, Local 1022
- **Professionals’ report back:** Patricia Roche, Local 1328 and Daniela Venturin, Local 1328



**We then moved into the business section of the conference, where motions are introduced.**



## Business Section: Motions



### STRUCTURE

**Moved by:** Laura Walton, L. 1022

**Seconded by:** Sylvain Piché, L. 4340

#### **CARRIED**

Whereas the OSBCC has evolved through member input and government legislation to encompass many facets of centralized bargaining;

Whereas the OSBCC needs a method to finance the growing costs of central bargaining and central dispute resolution;

Be it resolved that the OSBCC undertake a structural review process and present its findings to the school board caucus at the Ontario Division Convention in 2016, as well as mailed out to all locals.

**Friendly Amendment: Moved by:** Rod McGee, L. 2486 and  
**Seconded by:** Heather Skolly, L. 7575 to change to read “at a leadership meeting to be held in the fall of 2016”. **CARRIED**

### AREA 10 Motion

**Moved by:** Melissa Martin Nichols, L. 3447

**Seconded by:** Tammy Graham, L. 3987

#### **DEFEATED**

As of the beginning of December 2016, the OSBCC Central Bargaining Committee will send a notice asking all local unions to put forward proposals for Central bargaining.

The OSBCC Central Bargaining Committee will have the Central proposals ready for the membership to vote on at the

2017 OSBCC conference, and that all locals be prepared to start bargaining as of the date of notice to bargain.

The OSBCC Central Bargaining Committee will serve the 90 day notice to bargain to the Government, Trustees Associations, and local boards as per the Labour Relations Act with suggested dates to bargain.

If an agreement has not been reached by the first week of July, the OSBCC Central Bargaining Committee as well as all local unions will file for conciliation.

If an agreement has not been reached, the OSBCC Central Bargaining Committee will request a No Board 17 days prior to the expiration of the current Central and Local agreements putting us in a legal strike position for the start of the school year.



### **CLERICAL Motion #1**

**Moved by:** Elena DiNardo L. 2331

**Seconded by:** Moira Bell L. 4186

#### **CARRIED**

In the event we are in work to rule again, we need clear language regarding core duties for all clerical positions, which includes non-school based CUPE members.



### **MAINTENANCE & TRADES Motion #1 – Wages**

**Moved by:** Vern Andrus, L. 5555

**Seconded by:** Dan Meyerink, L. 4168

#### **CARRIED**

The following motion will be included as part of proposals for the next round of Provincial Bargaining in 2017

1. Attempt to secure wage increases above or equal to the inflation rate and at least equal to increases by non union workers.
2. Negotiate employer paid insurance for all CUPE School Board workers who are required to use their own vehicles for their job.
3. Negotiate wage adjustments within classifications to achieve parity with the industry standard for comparable work.
4. Pay increases for those that must have and use multi-trade certificates such as the following language – Allowance for Certificates:

- Employees in the Tradesperson classifications who possess more than one certificate will receive an additional allowance.

5. That a dedicated and protected amount of funding be established at each school board by the government to protect and increase wages for Trades members over and above regular increases.

### **EA Motion #1**

**Moved by:** Farina Templeton, L. 3396

**Seconded by:** Helen Daniels, L. 3396

#### **CARRIED**

That CUPE National pay strike pay from the first day of a strike or a lockout.

**Friendly amendment: Moved by:** Vern Andrus, L. 5555 and **Seconded by:** Tracey Newman, L. 5200 to add **“that this be a resolution to CUPE Ontario from the OSBCC”** **CARRIED**

### **LIBRARY WORKERS Motion #1**

**Moved by:** Keith Levere, L. 4156

**Seconded by:** Christine Evans, L. 1453

#### **CARRIED**

Be it resolved that OSBCC have a campaign to promote library workers, their value and their changing roles in schools today through CUPE media services and library workers resource committees.

### **ECE Motion #1**

**Moved by:** Susy Viana-Azevedo, L. 5200

**Seconded by:** Sherry Fazzalari, L. 2331

#### **CARRIED**

Motion for a specific CUPE ECE Conference to be organized annually to address the professional needs of our registered ECE's of School Boards and open to all other ECE sectors within CUPE.

**Friendly Amendment Moved by:** Vern Andrus, L. 5555 and **Seconded by:** Laura Walton, L. 1022 to add **“that this be a resolution to CUPE Ontario from the OSBCC”** **CARRIED**



### **INSTRUCTORS Motion #1**

**Moved by:** Sylvester Domanski, L. 1328

**Seconded by:** Lisa Skeete, L. 4400

#### **CARRIED**

Whereas PBLA (Portfolio Based Language Assessment) is mandated by the LINC/ESL funders, that CUPE Ontario advocate with the funders to ensure sufficient funds are made available to appropriately and adequately compensate LINC/ESL Instructors for the increased workload due to PBLA including, but not limited to: training, planning, marking, filing assessment reports, and holding student conferences.

### **CUSTODIAL Motion #1 – Classification resource committees**

**Moved by:** Sylvain Piché, L. 4340

**Seconded by:** Rod McGee, L. 2486

#### **CARRIED**

Motion to have the OSBCC request that CUPE National supply funds to ensure that these committees have the proper resources in order to be effective and useful.

**Friendly amendment: Moved by:** Dave Smith, L. 4400 and  
**Seconded by:** Rod McGee, L. 2486 to add “that this be a resolution to CUPE Ontario from the OSBCC” **CARRIED**

### **CLERICAL Motion #2**

**Moved by:** Elena DiNardo, L. 2331

**Seconded by:** Mary Difederko, L. 2331

#### **CARRIED**

The OSBCC must address The Safe and Welcoming Schools Act at the central table.

### **MAINTENANCE & TRADES #2 – Contracting In/Out**

**Moved by:** Vern Andrus, L. 5555

**Seconded by:** Dan Meyerink, L. 4168

#### **CARRIED**

The following motion will be included as part of proposals for the next round of Provincial Bargaining in 2017

1. The Government will lessen and limit the percentage of funding used for contracting out of services and

increase CUPE unionized staffing levels through those savings.

2. All Boards will offer work as overtime before contracting out of services.
3. CUPE School Board workers will have right of first refusal before contracting out of any services.
4. School Boards must give full transparency of costs of any contracted out services to the Local Union.
5. Where contracting out of services is necessary all work will be performed by qualified and certified unionized workers.
6. All work done under school and parent council budgets must be performed first by CUPE School Board workers and where this is not possible by qualified and certified unionized workers.
7. Management of School Boards where contracting out is taking place must held liable for the quality and standard of work and rules as established in Legislation and Regulations.
8. The government establish a dedicated envelope of funds to create apprenticeship programs within CUPE Trades at school boards.



### **EA Motion #2**

**Moved by:** Heather Skolly, L. 7575

**Seconded by:** Kathy Goulet, L. 3447

#### **CARRIED**

Move that we lobby all levels including CUPE Ontario and National to lobby the federal government to make changes to the EI process requiring educational workers to eliminate the requirement to show proof of job search and to eliminate participation in job education retraining courses.

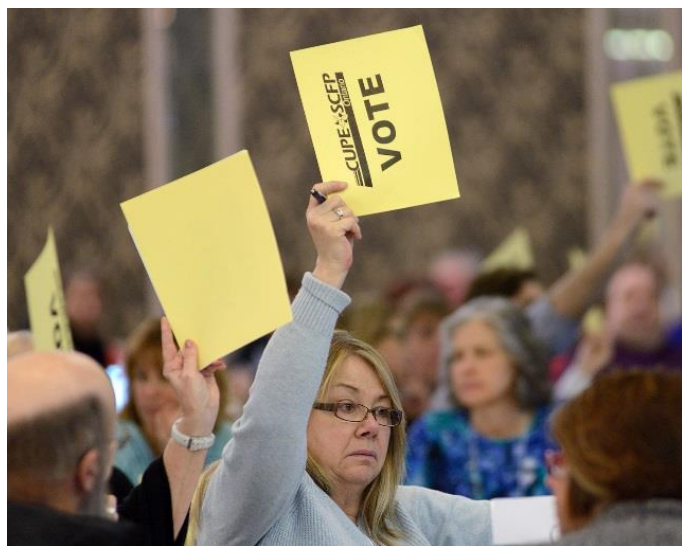
## LIBRARY WORKERS Motion #2

**Moved by:** Christine Evans, L. 1453

**Seconded by:** Keith Levere, L. 4156

### **CARRIED**

Be it resolved that the OSBCC lobby the government to provide funding for a full library and information service to our students by ensuring that there is one qualified library worker at every school with a minimum of 7 hours per day.



## MOTION #2

**Moved by:** Danielle Montague, L. 1358

**Seconded by:** Susy Viana-Azevedo, L. 5200

### **CARRIED**

Motion that OSBCC revisit the motion that provides ECE's with legal representation at the college of ECE's that was passed at the Cupe National Convention of 2011, to review the status, act on it by May 2016 and to report back the members at OD.

**Friendly amendment: Moved by:** Vern Andrus, L. 5555 and  
**Seconded by:** Tracey Newman, L. 5200 to add “that this be a resolution to CUPE Ontario to have National revisit this resolution”. **CARRIED**

**Friendly amendment: Moved by:** Vern Andrus, L. 5555 and  
**Seconded by:** Tyson Egert, L. 5555 to change “revisit” to “act”. **CARRIED**

## INSTRUCTORS Motion #2

**Moved by:** Sylvester Domanski, L. 1328

**Seconded by:** Lisa Skeete, L. 4400

### **CARRIED**

Whereas the importance of programs delivered by OSBCC Classified Instructors is not fully recognized by the public and government, creating undervalued and precarious employment in Ontario, be it resolved that CUPE Ontario develop a working group within 60 days, comprised of OSBCC Classified Instructors to develop a campaign that raises the awareness and importance of the work that OSBCC Classified Instructors perform on a daily basis.

## CUSTODIAL Motion #2 – Classification Resource Committee

**Moved by:** Rod McGee, L. 2486

**Seconded by:** Sylvain Piché, L. 4340

### **CARRIED**

That the Custodial Resource committee members be increased from 6 to 8 members.

## CLERICAL Motion #3

**Moved by:** Elena Di Nardo, L. 2331

**Seconded by:** Moira Bell, L. 4186

### **CARRIED**

The implementation of the safe welcoming schools program that was mandated by the Ministry be revisited by the OSBCC with a demand for additional funding for additional staff at all school board sites.

**Friendly amendment: Moved by:** Anna Maxner, L. 1317 and  
**Seconded by:** Keith Levere, L. 4156 to add “and /or additional hours”. **CARRIED**

## EA Motion #3

**Moved by:** Tyson Egert, L. 5555

**Seconded by:** Bonnie Dineen, L. 4400

### **CARRIED**

That OSBCC refuses to engage in future rounds of bargaining whether agreed to or legislated that does not include the withholding of provincial funding to school boards pending local ratification that we agree to use all action necessary up to and including the full withdrawal of services to attain this.

### **INSTRUCTORS Motion #3**

**Moved by:** Sylvester Domanski, L. 1328

**Seconded by:** Lisa Skeete, L. 4400

**CARRIED**

Whereas the importance of relevant and current professional development has been established as essential to the delivery of programs delivered by OSBCC Classified Instructors, it is recommended that, wherever feasible, professional development days be scheduled in alignment with board-wide professional development days.



### **CUSTODIAL Motion #3 – Strike Assistance**

**Moved by:** Rod McGee, L. 2486

**Seconded by:** Sylvain Piché, L. 4340

**CARRIED**

Motion that the OSBCC form a strike committee/strike coordinator that can be used as resources for any questions or issues arising, and also educate locals that are entering into a strike position.

### **EA Motion #4**

**Moved by:** Heather Skolly, L. 7575

**Seconded by:** Laura Grint, L. 2512

**CARRIED**

That we lobby all levels including CUPE Ontario and National to lobby the federal government to make changes to EI eligibility so that precarious workers, such as EA's, are not

denied access to entitlements such as maternity leave based on shortages to minimal hourly requirements.

**Friendly amendment: Moved by:** Bruno Mediati, L. 1483 and  
**Seconded by:** Bonnie Dineen, L. 4400 to add “including, but not limited to EAs ... including, but not limited to, maternity leave”. **CARRIED**

**Friendly amendment: Moved by:** Bonnie Dineen L. 4400 and  
**Seconded by:** Linda Durkin L. 3396 to remove “such as maternity leaves”. **CARRIED**

### **CUSTODIAL Motion #4 – Anti-Privatization**

**Moved by:** Sylvain Piché, L. 4340

**Seconded by:** Rod McGee, L. 2486

**CARRIED**

Create an anti-privatization campaign specific to the Custodial/Maintenance groups, resourced and funded by CUPE National to fight the contracting out of our work.

**Friendly amendment: Moved by:** Jose Duarte, L. 1328 and  
**Seconded by:** Gerry Brunet, L. 4155 to add “specific to Education Workers”. **CARRIED**

### **EA Motion #5**

**Moved by:** Tyson Egert, L. 5555

**Seconded by:** Monique Greczula, L. 7575

**CARRIED**

That we move a resolution at both CUPE Ontario and National Level to lobby for changes in legislation that medical appointments for costs incurred when members need a sick note from the doctor be removed from the OHIP system.

### **CUSTODIAL Motion #5 – Information Data Base**

**Moved by:** Rod McGee, L. 2486

**Seconded by:** Sylvain Piché, L. 4340

**CARRIED**

Whereas, Health and Safety policies and procedures vary from school board to school board and are contained in password protected portals.

That the OSBCC develop a data base of all school board's Health and Safety policies, procedures and Terms of Reference in order to allow locals to form best practices.



### **EA Motion #6**

**Moved by:** Tyson Egert, L. 5555

**Seconded by:** Helen Daniel, L. 3396

### **CARRIED**

That we investigate in order to establish an affiliation fee to OSBCC in order to establish a model of representation and bargaining as similar to OCHU.

### **EA Motion #7**

**Moved by:** Monique Greczula, L. 7575

**Seconded by:** Carol Fields, L. 5200

### **DEFEATED**

For the formation of a committee to investigate the benefits and disadvantages of establishing a college of EA's.

### **EA Motion #8**

**Moved by:** Marianna Freeborn, L. 3396

**Seconded by:** Helen Daniel, L. 3396

### **DEFEATED**

That we advocate all levels including CUPE Ontario and National and all levels of government, to create a national EA Appreciation Day to highlight the valuable roles that EA's play in the education sector.

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Following close of motions, we heard from Brother Frank Ventresca with a crucial reminder on the importance of filing claims and advising the union of injuries on the job. Frank told delegates about a member who sustained three concussions at work. The Board asked this member, who was not permanent, to wear a helmet that the member found to be very uncomfortable, and also scary-looking. The union was able to work with the member to find something more reasonable – something that didn't make him look like he was participating in a fight match. Brother Frank emphasized how important it is that members come to the union when they are injured on the job, both so that WSIB claims can be properly filed, but also so that the union can advocate on their behalf.

**The conference adjourned at 4:37 pm on Friday, and a social was held that evening.**

**O**n Saturday February 13<sup>th</sup>, we reconvened at 9:10 am.

Sister Preston thanked Elena and Sylvain for the great party they organized Friday night, and also brought birthday greetings to Sister Joanne Webb. Sister Webb then introduced Grand Chief Gordon Peters of the Iroquois nation.

Grand Chief Peters is a mediator and negotiator who specializes in team-building. He talked about the lasting impact of residential schools on First Nations people in Canada. He delivered a message of hope and resilience despite the damage done to survivors, and spoke of "freedom schools" to teach indigenous beliefs again. He said we must hold school boards to account for the standards taught, and he said that the reality of school closures in northern and rural areas is that indigenous children will have to travel further to get a basic education, which is wrong. He asked for solidarity from our sector, and referred to work he has done with the group People for Education.

A brief Q and A followed his remarks, and Grand Chief Peters was presented with a gift of tobacco by Sister Webb.

**Sister Terri wished everyone a safe journey home, and the sector conference was adjourned at 10:15 am.**

### **Daily Draw winners:**

*Monica Luccon, Local 2331  
Donna Wood, Local 1480  
Gregg Brown, Local 1480  
Michael Filice, Local 1571  
Bonnie Dineen, Local 4400*

### **50/50 draw winners:**

*Suzanne Moorcraft  
Laura Walton  
Jo-Anne White  
LeeAnn Evans*

### **Basket winners:**

*Bill Desjardins, Local 895  
Lori Caul, Local 65  
Farina Templeton, Local 3396  
Gavin Liddle, Local 1463  
Gerry Mannisto, Local 2486  
Fred Hahn  
Dave Smith, Local 4400  
David Speck, Local 4400  
Kelly Gainer, Local 218*

## OSBCC AREA REPS & ALTERNATES

<b>OSBCC Chair</b>	
Terri Preston; <a href="mailto:terri.preston@cupe4400.org">terri.preston@cupe4400.org</a>	
<b>OSBCC Coordinator</b>	
Jim Morrison; <a href="mailto:jmorrison@cupe.ca">jmorrison@cupe.ca</a>	
<b>Injured Workers – Representative</b>	<b>Alternate</b>
Nora Shaughnessy; <a href="mailto:vicepresident1453@gmail.com">vicepresident1453@gmail.com</a>	Debbie Gillan; <a href="mailto:deb.gillan@gmail.com">deb.gillan@gmail.com</a>
<b>Health &amp; Safety – Representative</b>	<b>Alternate</b>
Don Postar; <a href="mailto:wsibdon@hotmail.com">wsibdon@hotmail.com</a>	Dan Mills; <a href="mailto:daniel.mills@cupe218.ca">daniel.mills@cupe218.ca</a>
<b>Area 1 – Representative</b>	<b>Alternate</b>
Rodney McGee; <a href="mailto:rodmcgee@shaw.ca">rodmcgee@shaw.ca</a>	Marian Hyatt; <a href="mailto:mhyatt1921@tbaytel.net">mhyatt1921@tbaytel.net</a>
<b>Area 2 – Representative</b>	<b>Alternate</b>
Mike Galipeau; <a href="mailto:galipeaumike@gmail.com">galipeaumike@gmail.com</a>	Vicky Evans; <a href="mailto:Vicky.e@shaw.ca">Vicky.e@shaw.ca</a>
<b>Area 3 – Representative</b>	<b>Alternate</b>
Chris Wilson; <a href="mailto:chriswilson8787@gmail.com">chriswilson8787@gmail.com</a>	Lorraine Davies; <a href="mailto:cupe4681@cupe.ca">cupe4681@cupe.ca</a>
<b>Area 4 – Representative</b>	<b>Alternate</b>
Bill Desjardins; <a href="mailto:billdesjardinslocal1895@gmail.com">billdesjardinslocal1895@gmail.com</a>	Catherine Taggart; <a href="mailto:Catherine.taggart@bell.net">Catherine.taggart@bell.net</a>
<b>Area 5 – Representative</b>	<b>Alternate</b>
Susan Hanson; <a href="mailto:susiq999@hotmail.com">susiq999@hotmail.com</a>	Liz Harrison; <a href="mailto:lizharrison34@hotmail.com">lizharrison34@hotmail.com</a>
<b>Area 6 – Representative</b>	<b>Alternate</b>
Laura Walton; <a href="mailto:lwalton@cupe1022.ca">lwalton@cupe1022.ca</a>	Liz James; <a href="mailto:lizjamescupe1479@gmail.com">lizjamescupe1479@gmail.com</a>
<b>Area 7 – Representative</b>	<b>Alternate</b>
Vern Andrus; <a href="mailto:hammr@sympatico.ca">hammr@sympatico.ca</a>	Laurie Lucciola; <a href="mailto:leeluch@hotmail.com">leeluch@hotmail.com</a>
<b>Area 8a – Representative</b>	<b>Alternate</b>
Mark Patterson; <a href="mailto:mark.patterson@cupe4400.org">mark.patterson@cupe4400.org</a>	Don MacMillan; <a href="mailto:don.macmillan@cupe4400.org">don.macmillan@cupe4400.org</a>
<b>Area 8b – Representative</b>	<b>Alternate</b>
Jose Duarte; <a href="mailto:jose.duarte@cupelocal1328.ca">jose.duarte@cupelocal1328.ca</a>	Patricia Roche; <a href="mailto:patricia.roche@hotmail.com">patricia.roche@hotmail.com</a>
<b>Area 9 – Representative</b>	<b>Alternate</b>
Elena Di Nardo; <a href="mailto:president@cupe2331.ca">president@cupe2331.ca</a>	Todd Canning; <a href="mailto:president@1734.ca">president@1734.ca</a>

<b>Area 10 – Representative</b>	<b>Alternate</b>
Tammy Graham; <a href="mailto:tam-tam23@outlook.com">tam-tam23@outlook.com</a>	Melissa Martin-Nichols; <a href="mailto:nicholsmel27@gmail.com">nicholsmel27@gmail.com</a>
<b>Area 11 – Representative</b>	<b>Alternate</b>
Tony Cunha; <a href="mailto:1ynot1@gmail.com">1ynot1@gmail.com</a>	Susy Viana-Azevedo; <a href="mailto:vice.president@cupe5200.ca">vice.president@cupe5200.ca</a>
<b>Area 12 – Representative</b>	<b>Alternate</b>
Keith Levere; <a href="mailto:keithlevere@ymail.com">keithlevere@ymail.com</a>	Sylvia Nemcko; <a href="mailto:sylvianemcko@yahoo.ca">sylvianemcko@yahoo.ca</a>
<b>Area 13 – Representative</b>	<b>Alternate</b>
Jennifer Eckert; <a href="mailto:j.eckert@cupe7575.ca">j.eckert@cupe7575.ca</a>	Moir Bell; <a href="mailto:moirabellcupe@gmail.com">moirabellcupe@gmail.com</a>
<b>Area 14 – Representative</b>	<b>Alternate</b>
Michele LaLonge-Davey; <a href="mailto:michelecupe1238@gmail.com">michelecupe1238@gmail.com</a>	Dave Geroux; <a href="mailto:osbcc.area14rep@gmail.com">osbcc.area14rep@gmail.com</a>
<b>Area 15 – Representative</b>	<b>Alternate</b>
Marc Gauthier; <a href="mailto:cupecspne@gmail.com">cupecspne@gmail.com</a>	Mario Lagrandeur; <a href="mailto:mariocupe895@gmail.com">mariocupe895@gmail.com</a>
<b>Area 16 – Representative</b>	<b>Alternate</b>
Sylvain Piché; <a href="mailto:sp1678@hotmail.com">sp1678@hotmail.com</a>	Wilson Muise; <a href="mailto:Wilson.muise@cupe4400.org">Wilson.muise@cupe4400.org</a>
<b>Area 17 – Representative</b>	<b>Alternate</b>
Raymond Giroux; <a href="mailto:raymondgiroux8@gmail.com">raymondgiroux8@gmail.com</a>	Eric Thériault; <a href="mailto:eric.theriault@scfp5335.com">eric.theriault@scfp5335.com</a>
<b>CUPE Ontario Division – President</b>	<b>Executive Assistant</b>
Fred Hahn; <a href="mailto:fhahn@cupe.on.ca">fhahn@cupe.on.ca</a>	Wynne Hartviksen; <a href="mailto:whartviksen@cupe.on.ca">whartviksen@cupe.on.ca</a>
<b>STAFF</b>	
<b>Assistant Regional Director:</b> Kathy Johnson; <a href="mailto:kjohnson@cupe.ca">kjohnson@cupe.ca</a>	
<b>Associate Coordinator (French):</b> Michel Revelin; <a href="mailto:mrevelin@cupe.ca">mrevelin@cupe.ca</a>	
<b>National Research Specialist:</b> Paul O'Donnell; <a href="mailto:podonnell@cupe.ca">podonnell@cupe.ca</a>	
<b>National Communications Representative:</b> Andrea Addario; <a href="mailto:aaddario@cupe.ca">aaddario@cupe.ca</a>	

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