



Ontario School Board Co-ordinating Committee • Comité de Coordination des Conseils Scolaires de l'Ontario

FINAL CALL

**2014 ANNUAL OSBCC CONFERENCE
FEBRUARY 4TH TO FEBRUARY 8TH**

THE ABOVE NOTED CONFERENCE WILL BE HELD AT:

**Crowne Plaza/Sheraton on the Falls
Niagara Falls**

**All hotel reservations are to be made through W.E. Travel
1-888-676-7747 (toll free)**

Special Needs:

If you require any special accommodation needs, please inform W.E. Travel of your request when booking your room(s).

Crowne Plaza 5685 Falls Ave Niagara Falls L2E 6W7		Sheraton on the Falls 5875 Falls Ave Niagara Falls L2G 3K7
Traditional Room \$120.00	Fallsvue Room \$144.00	Cityview Room \$120.00

r/cope491



This is a scent-free conference

NOTICE OF PROPOSED BYLAW AMENDMENTS

EXISTING LANGUAGE

ARTICLE 5 – COMMITTEE REPRESENTATION

- 1) In the even numbered years, the delegates shall elect from the floor the Chairperson. Once elected the Chairperson, that person will not serve as an Area Representative. The Chairperson shall be the designated member on the Executive Board of the Ontario Division, Canadian Union of Public Employees. The person elected must be a member in good standing of a Local affiliated with the Ontario Division.

PROPOSED LANGUAGE

ARTICLE 5- COMMITTEE REPRESENTATION:

- 1) In the even numbered years, the delegates shall elect from the floor the Chairperson. **Should an even numbered year also be the year in which the Collective Agreements expire, the committee will convene a special meeting in the Fall preceding the Annual Conference for the purpose of conducting elections for all positions provided for under these bi-laws.**
(the rest of this clause would remain unchanged)

(Reason for the proposed amendment: To provide for the election of a bargaining committee in time for them to bring proposals forward for consideration of delegates at the annual conference)

EXISTING LANGUAGE

- 9) The Health & Safety Representative and Injured Workers Representative shall be elected at the Conference in even numbered years. **In the event that either of these offices falls vacant, the vacancy shall first be offered to the runners up on the ballot and then if accepted, shall serve the remaining term office until the next general election at the next even numbered year conference.**

PROPOSED LANGUAGE

- 9) The Health & Safety Representative and Injured Workers Representative **and their respective Alternate** shall be elected at the Conference in even numbered years. **In the event that either of these offices falls vacant, the vacancy shall be filled by the elected Alternate.**

(Reason for proposed amendment: to be consistent with how vacancies for Area Representatives are filled)

EXISTING LANGUAGE

APPENDIX "C"

APPENDIX C – BARGAINING

In a centralized bargaining process, the Bargaining Committee shall consist of the Chair, the Vice Chair, seven Area Representatives, (including one area Representative from a French Board, and one from the northern boards), and two Members At Large. The seven Area Representatives will be elected from the 18 Area Representatives by all voting delegates at the conference at which committee elections are taking place. Northern Areas are understood to be north of the French River.

Two Members At Large will be elected by all voting delegates at the conference at which committee elections are taking place. These positions are open to all delegates whether affiliated or non-affiliated to the Ontario Division.

For the purposes of this Appendix, a "voting delegate" must be an elected delegate from an local is entitled will be in accordance education sector Local Union. The number of delegates to which a with Article 4D of the Ontario Division Constitution.

The Committee shall bargain a central Agreement provincially and collectively, on behalf of all participating School Board Locals certified by the Canadian Union of Public Employees.

The Committee shall have the assistance of National Staff.

The committee shall develop a survey to solicit input from locals for central bargaining. The survey completion shall take place in each Local prior to the Bargaining Conference. All surveys shall be forwarded to the Committee and compiled into a working document. Where possible, this document shall be distributed to each Local at least two (2) months prior to the Bargaining Conference immediately preceding around of centralized bargaining.

Collective Agreement proposals for centralized bargaining shall be approved by the majority of the voting delegates present at the Bargaining Conference. Votes on recommending

- a) The final proposal package,
- b) The final settlement and
- c) Job action

will be decided by the majority of the locals present at the meeting (one vote per local) where it is being discussed.

Following the Bargaining Conference the final proposal package shall be sent out to each Local. Locals shall conduct informational meetings with the assistance of the Bargaining Committee.

No participating Local shall bargain on any issue which is part of central agreement provisions without the consent of the Bargaining Committee.

Nothing in this Article prevents a Local from engaging in local bargaining as required throughout the term of the Agreement.

However, Local Letters of Understanding that have implications regarding the interpretation or implementation of the central agreement shall be submitted to the Bargaining Committee for approval.

The Bargaining support committee shall consist of the Area Representatives who were not elected to the Bargaining Committee and the alternates in the Areas where the Representatives were elected to the Bargaining Committee. Each local will elect a representative per bargaining unit to work with the Bargaining support committee.

A levy will be established to fund meetings of the bargaining committee and bargaining support work.

All locals participating in the centralized bargaining process will contribute equally. Locals affiliated to the Ontario Division will have costs offset in part.

PROPOSED LANGUAGE

New Addition to Appendix C (Numbering to be determined)

The bargaining committee will assist locals in the processing of grievances related to centrally negotiated language.

(Reason for the proposed amendment: Should we find ourselves in Central Bargaining, we need to continue to support locals in ensuring the language is being consistently applied. Should there be a centrally negotiated grievance process this would be a function of the committee. This language is similar to that of the New Brunswick School Board Council of Unions)

OSBCC 2014 CONFERENCE

AGENDA

Tuesday February 4

4:00pm – 7:00pm	Registration
6:30pm – 9:00pm	Area 12 & 16 (Keith & Sylvain) Welcome Greetings from Council Presidents (Susan Schmidt & Daniel Peat) Diversity VP – Joanne Webb Chair – Terri Preston CUPE Ontario President – Fred Hahn Speaker – Guest Speaker \$100 Daily Prize Meet & Greet – Cash Bar

Wednesday February 5

9:00am – 10:15am	CUPE Ontario Secretary –Treasurer – Candace Rennick Report from Bargaining Committee Power Point
10:30am – 12:00pm	Breakout Meetings
1:30pm – 2:30pm	Campaigns Bargaining Support Plan
2:45pm – 5:00pm	Health & Safety /Injured Workers Forum (invite Blain Morin & David Chezzi) Survey Results \$100 Daily Draw
Evening	Optional Activity – (to be announced)

Thursday February 6

9:00am – 12:00pm	<p style="text-align: center;">Classification Meetings</p> <ul style="list-style-type: none"> • EA's • Custodians • Ece's • IT • Office Clerical • Trades • Instructors • Library Workers • Professionals
1:30pm – 5:00pm	<p style="text-align: center;">Workshops</p> <ul style="list-style-type: none"> • Political Action/Effective Lobbying/Trustee Elections • Bargaining Support/Communicator training • Public Speaking • Media • Social Media • Understanding Board Finances • Benefits • OMERS • Health & Safety/Injured Workers – Forms Etc. • Bargaining 101 <p>\$100 Daily Draw</p> <p style="text-align: center;">MOTIONS TO BE IN BY 6:00PM</p>

Friday February 7

9:00am – 12:00PM	Area Meetings
1:30pm – 5:00pm	Report Back from classification meeting and area meetings Business section \$100 Daily Draw
8:00pm	Evening Dance

Saturday February 8

9:00am – 12:00pm	Guest Speaker – Brigitte Depape CUPE National President –Guest Speaker and Conclusion of Business Section Trustee Panel Business Continued \$200 Daily Draw
12:00pm	Adjournment

2014 OSBCC CONFERENCE

Workshop Descriptions

Participants must register for these workshops. Those who do not pre-register will be assigned to workshops on a first come, first serve basis.

Failure to indicate 1st and 2nd choices may result in assignment to a workshop of our choosing.

1) **Political Action/Effective Lobbying/Trustee Elections**

This workshop will provide you with the tools and techniques to effectively lobby for changes that your membership wants to see in their workplace, their community, their province, their country and beyond.

2) **Bargaining Support/Communicator training**

Bargaining Support/Communicator training – this workshop will be designed to share ideas on how a local membership can support their bargaining committee, and how we can best communicate important issues coming out of negotiations

3) **Public Speaking**

This workshop will help you gain the confidence you need to speak up at a meeting or public event. Take the opportunity to practice speaking on various issues and resolutions. Learn ways to deal with nervousness and prepare and present both a short and long speech in front of a supportive group.

4) **Media**

Whether it is to raise the profile of our work in the community or we are trying to organize a protest, social media can help. Learn the strengths and weaknesses of the tools available and how to use choose the most appropriate method to get the message out.

5) **Social Media**

Facebook. Twitter, YouTube, Flickr...

What are they and how can they benefit my local?

How are groups using social media for activism?

How can I deal with people's resistance?

What are the guidelines for using social media?

Explore questions like these and get lots of hands-on practice in CUPE's Social Media workshop. Please bring your laptop

6) **Understanding Board Finances**

Knowing how to read Board Financial statements is critical as we work to implement our new Collective Agreements. How do you determine the number of Full Time Equivalent (FTEs) you have? What does the Board do with the money they get from the government to fund our work?

7) **Benefits**

Benefit workshop – the purpose of this workshop is to go through data collection, explain the content of the data sheets, benefit coverage for most of the school board members in the province.

8) **OMERS**

Participants in this workshop will be provided with an overview of their OMERS pension plan and how it works. The workshop will be conducted by representatives from OMERS.

9) **Health & Safety/Injured Workers – Forms Etc.**

Health & Safety / Injured Workers – forms, etc – This workshop will provide information as it relates to Health and Safety issues the School Board sector is facing, policies coming out of the WSIB that will affect injured workers, as well as information on forms relating to Health and Safety and WSIB matters

10) **Bargaining 101**

What can your CUPE local do to get ready for bargaining? How do you choose a committee, prepare proposals and build membership support for bargaining? This workshop will help you answer these questions and prepare your local for bargaining.

OSBCC CONFERENCE – Registration Form

February 4- February 8, 2014

Niagara Falls, ON

NAME IN FULL (please print)	CONTACT NUMBERS	WORKSHOPS (please indicate by No.)	
		1 st CHOICE	2 ND CHOICE
	phone: _____ e-mail: _____		
	phone: _____ e-mail: _____		
	phone: _____ e-mail: _____		
	phone: _____ e-mail: _____		
	phone: _____ e-mail: _____		
	phone : _____ email : _____		
	phone : _____ email : _____		

REGISTRATION FEE :	AFFILIATES	\$215.00	x	_____	\$ _____
	NON-AFFILIATES	\$375.00	x	_____	\$ _____
	LATE FEE (after Jan. 29th)	\$50.00	x	_____	\$ _____
	TOTAL				\$ _____

**Please see reverse to indicate the number of delegates in each Occupational Group.
Participants MUST REGISTER for a mini-conference of their choice.**

Please make cheque payable to “CUPE ONTARIO” and forward with Registration Form to:

OSBCC CONFERENCE
CUPE Regional, 80 Commerce Valley Drive East
Markham, Ontario L3T 0B2
 Phone: 905-739-3999 Fax: 905-739-4001

OCCUPATIONAL GROUP MINI CONFERENCES

Name	CUSTODIAL	EDUCATIONAL ASSISTANTS	INSTRUCTORS	I.T. TECHNICIANS	MAINTENANCE & TRADES	OFFICE/CLERICAL	PROFESSIONAL & PARAPROFESSIONALS	LIBRARY	ECE

(Please print clearly)

SECRETARY:		LOCAL NO. _____
ADDRESS:		
PHONE NO.	SIGNATURE:	
EMAIL:		