



## Upcoming dates:

**January 23<sup>rd</sup>, 2015 –**  
Bargaining date

**February 3<sup>rd</sup>-7<sup>th</sup>, 2015 –**  
OSBCC annual conference in  
Ottawa

**November 23<sup>rd</sup>, 2015 –**  
Charter challenge (with other  
unions) on Bill 115

**January 7, 2015**

## Bargaining news

We had another bargaining date on December 18<sup>th</sup>, 2014 – our fourth meeting – with the management team composed of the Council of Trustee Associations and the province.

As reported in the last newsletter, the management team continues to push for the bulk of monetary items to be discussed *only* at the central table. This remains a point of contention – we are committed to meaningful local bargaining, and want to ensure substantive items will be discussed at local tables.

Similarly, we are not agreed about some key items that we would like to see discussed centrally, such as contracting in/out, violence prevention, and preventative maintenance. We see these items as holding potential for cost savings and want to discuss them on a province-wide basis. We will continue to push for this at the CUPE table, because of its importance to us and also because we know the management team for three of the teacher groups has agreed to discuss contracting out and supervision at the teacher bargaining tables.

Because we have not reached agreement on the presence of some of these key items at the central table, we've started the process of making application to the Ontario Labour Relations Board (OLRB) for dispute resolution. We may or may not require it, but want to have the process already underway. (OSSTF filed their application but were able to ultimately reach agreement on items for discussion without using the OLRB process).

Our next meeting date with management is Friday, January 23<sup>rd</sup>.

Copies of the terms of reference we signed with the management team will be distributed to local Presidents this week, once translation is complete.

## News from other bargaining agents

OECTA representing teachers in the English Catholic system has not been able to reach agreement on what will be centrally discussed, and they have filed papers with the OLRB for a determination (like us, they want to see attendance management issues addressed centrally). CUPE has sought intervenor status in their hearing, and we learned yesterday that the Council of Trustee Associations is opposing our petition for intervenor status, so we expect to make legal argument on that in the days to come. OECTA's actual hearing dates are on January 9<sup>th</sup> and 19<sup>th</sup>. OECTA has said they do not expect to be bargaining until mid-February at the earliest, and that they will be taking strike votes in the coming months.

French teachers in both public and Catholic boards have reached agreement on what will be discussed at the central table.

OSSTF and ETFO (representing teachers in the English public boards) have reached agreement on what will be at the central tables, and they have already taken strike votes. Both OSSTF and ETFO have January dates to discuss what will be bargained centrally for their support staff units.

One of the councils of unions representing non-teaching education workers has filed with the OLRB for a determination on items for central discussion. No dates have been set for that hearing, though undoubtedly we will be seeking intervenor status in those hearings as well.

## **Local bargaining**

In the meantime, locals should be finalizing their proposals for local bargaining so we are all in a position to start bargaining together. We have sent language from CUPE National for locals to review for inclusion in local proposals if your current collective agreement lacks similar language.

We expect local bargaining to commence within 15 days of the determination of central bargaining issues. It is important to be ready, to ensure your local is not left behind.

## **Send local proposals for review**

Thank you to the locals who have already submitted their proposals for review, and a reminder to those who have not yet done so: we ask locals to send their completed proposals to Jim for review. This step is one which OCHU has used successfully to distinguish where conflicts may arise between central and local proposals.

## **Provincial benefits**

The final meeting of the provincial benefits working group is scheduled for January 13<sup>th</sup>. CUPE has hired its own consultants to analyze the data presented and will be making a presentation of their findings at our conference in February.

## **Charter challenge**

You may recall the dates for hearing the Charter Challenge were moved back to the beginning of April as we await a couple of relevant Supreme Court decisions. As these decisions have yet to be issued, the dates have been pushed further back to November 23<sup>rd</sup>. It's important to await these decisions so we can make the most of emerging case law.

## **Mobilizing members**

We are pleased to see so many areas have planned strike preparation courses and would like to thank the staff who have offered their time to deliver these classes. We need to be well prepared for what will certainly be a difficult round of bargaining.

## **Second call for February conference**

Our annual conference "Negotiate to Settle, Prepare to Strike" is scheduled for February 3<sup>rd</sup> to 7<sup>th</sup> in Ottawa. This will be a critical conference to attend based on where we expect to be in bargaining at that time. Second call has been sent out.

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