



OSBCC BARGAINING UPDATE 2014/2015

MAKING SCHOOLS WORK

14

June 15, 2015

Updates

We held our first two days of hearing to determine central vs local issues at the Ontario Labour Relations Board (OLRB) on Monday, June 8th and Wednesday, June 10th. We will conclude a third day of hearings on June 23rd, and it is our hope the vice-chair hearing the case (Maurice Green) will provide written reasons soon after that (likely in July). We remind you that we cannot move forward in bargaining until we have a ruling on the list of central items. After we have that list, anything not on that list will be open for local bargaining.

Once we have a decision from the OLRB, we will meet with the management team to craft a joint communique to our members and local school boards. If that process does not conclude within a week, we'll send out our own communique to members and set dates with the management team to bargain. **We fully expect the central committee will be bargaining on central issues over the summer.**

What does this mean for local bargaining? Once the list of central issues is clear, we will send local presidents and national staff coordinated bargaining language. We will send this electronically and in paper form (in a binder).

We strongly encourage locals to begin local bargaining in the summer as soon as we have clarity on what's at the central vs local tables. It will be crucial for us to know whether school boards are tabling major concessions at local tables and if there are local strike issues. This can only happen if we have a full exchange of proposals at the local level.

CUPE education workers at the Ontario Division (OD) convention in late May made an impression when they attended question period at Queen's Park on two consecutive days. They wore black and white shirts, and were introduced in the legislature by MPPs. Opposition members asked questions on the floor about the lack of movement on CUPE's bargaining in the education sector.

You can now view a slide show of our work that was shown to delegates to the OD convention. The slide show is viewable on the OD website at our sector page – osbcc.ca – and also available on YouTube at: <https://www.youtube.com/watch?v=KWJTD-Y20xA>

ETFO job action

As you know, the elementary teachers are in a legal strike position in their central bargaining and they are doing a work-to-rule job action. In some boards our members are being asked to do teachers' work. We suggest locals write to their respective boards to advise this shouldn't be happening, and say that we will direct members ordered to do teachers' work to file grievances. The Ontario Regional Director has also written to Minister Liz Sandals to ask her to direct boards not to assign teachers' work to our members. Please advise your locals if you are put in this position. Solidarity wins strikes, and we need to stand strong with the teachers.

Layoffs

As part of our campaign to call for a serious review of the funding formula, CUPE National researcher Paul O'Donnell is analyzing layoffs and reductions in the work of our members through local boards' budget processes. It is critical we get this information as soon as possible. We ask that locals (as opposed to individual members) please contact Paul directly with the number of positions lost by classification, including through attrition, hours of work cut, work year reductions, etc. Paul can be reached at podonnell@cupe.ca.

Other support staff tables

ETFO had a hearing before the OLRB on May 20th on whether supervision would be considered a central issue for the ECEs that they represent. The OLRB ruled against this being included at their central table. They have no bargaining dates set for support staff.

OSSTF has stepped away from the table for their education workers, having said that no real bargaining is taking place.

Both councils have bargaining dates in June and we are sharing information as to what we are tabling.

Other issues

If you subscribe to the school board workers' listserv managed by researcher Paul O'Donnell, you may have seen a notice he posted related to "seed" money being made available for boards to explore local and regional options for "shared service delivery." Named services include custodial and school maintenance, capital planning, payroll, server hosting, procurement and recruitment (HR). Obviously, we'll be monitoring this closely, as much of this is our work.

We would like to hear back from locals who have been successful in getting their school board trustees to take forward resolutions against the privatization of Hydro. Please contact us to let us know what has happened when you approached them.

Finally, it is crucial that you attend your area meetings during the summer. If you have not provided up-to-date contact info to your locals, please do so immediately. Locals need to have their strike committees together and ready to engage in job action in September, if necessary.

We need to be ready to go, with both local bargaining and with job action, as needed. We need to stand strong and defend our work.

www.osbcc.ca

https://www.facebook.com/CUPEeducationworkers?ref=aymt_homepage_panel

Twitter: @osbcc

Listserv: send an email to podonnell@cupe.ca requesting to join and put "join listserv" in your subject header

COPE491/EW