

**Upcoming dates:**

October 13 and 14 –
Additional bargaining

November 23, 2015 –
Charter challenge (with
other unions) on Bill 115

October 5, 2015

Your Central Bargaining Committee completed three days of bargaining with the Council of Trustee Associations and the Crown from September 26th to the 28th. We were unable to reach a settlement and as consequence proceeded to Phase 2 of our work-to-rule job action on September 29th.

Bargaining

The bargaining committee met on October 1st and 2nd to put together a comprehensive proposal which was sent to the employer on October second. After speaking with the conciliator and in consideration of his availability, we will be returning to the table on October 13th and 14th.

In the meantime, we will be speaking with the Crown and the CTA regarding local/central disputes which have been filed. It would appear that a number of boards have tried to frustrate bargaining further by challenging most local union proposals as belonging to central bargaining. The sooner this is dealt with, the sooner these locals can get their bargaining started.

A number of issues remain at the Central table. Job Security remains an outstanding issue. Another key point has been how best to ensure the viability of our benefits plan. Various options – such as the benefit trusts teachers agreed to – are currently under study. We made clear that we also need to deal with the skyrocketing price of LTD for our members. We are looking into various possibilities, including a pooled plan for those who do not have access to LTD or have to pay towards their own LTD plan.

Our collective efforts have moved the CTA and Crown off the concessions originally proposed by them. However, the management team continues to refuse to deal with issues related to prep time, scheduling EAs for meetings dealing with special ed students and ensuring the presence of custodial staff in schools at all times.

In addition, the employer proposed adding an additional step to the wage grid which would be five per cent lower than the first step on the grid for each classification. We will never agree that our work is worth five per cent less than we are currently being paid.

Bargaining Support

Phase 1 and Phase 2 of our job action plan has been successful in getting the attention of the employer and the media. Phase 2, in particular, generated a lot of questions and our leadership across the province has risen to the challenge. Maintaining solidarity between members in the workplace and our locals during this phase remains critical.

There are some amazing stories of principals working with CUPE members to ensure they can continue to work while participating in their strike. There are some amazing stories of solidarity between teachers and our members as well.

Some of you have experienced some intimidation from the employer during Phase 1 and again in Phase 2. Although the employer in some cases is attempting to build a wedge and create conflict, the small things we do for each other to get through this will enhance our workplace in the future.

We have obtained legal advice on how best to respond to school principals or others who put pressure on members. By following through on the work-to-rule instructions we provided you are protected by the law. We have filed four Labour Board Complaints so far against Boards where this has been the case.

Intimidation of any sort should be reported to your CUPE area rep who will deal with the issue. You can view the document regarding your rights under work to rule, on our web site. www.osbcc.ca

If you find yourself uncertain about your work-to-rule instructions, please contact your local. Each workplace is different and so each local will have specific instructions as to how to apply the work to rule instructions.

As we ramp up our job action the employer will ramp up their responses as well. Under work-to-rule remember: *“They have a right to ask, we have a right to say No.”*

It is important to work with other members and your leadership to maintain solidarity. The more effective our work-to-rule, the sooner we have a deal.

Thank you for your support.

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