



## Upcoming dates:

**November 13<sup>th</sup>** –  
first hearing date at OLRB  
on statutory freeze and  
layoffs

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

**Week of April 13<sup>th</sup>, 2015**  
– Charter challenge (with  
other unions) on Bill 115

**October 22, 2014**

## Central negotiations have opened

The bargaining team has now met twice with the “management team,” which is composed of trustee associations and staff from the Ministry of Education. The focus of our meetings was on establishing terms of reference, or ground rules, for negotiations. We’ve made progress but there are some outstanding issues, including issues related to the cost of bargaining and ongoing dates. The management team has been offering dates one at a time – we want to commit to consecutive dates in order to maximize efficiency.

Once the terms of reference are agreed, we can start discussions on what will be bargained centrally vs. locally. The items we will advance for the central table were decided by you at our conference in February. The management team will also advance items for central discussion. Any disputes concerning what is central vs. what is local will be adjudicated at the Ontario Labour Relations Board (OLRB). We understand that OSSTF has already referred items to the OLRB for dispute resolution. Because the process is entirely new, we do not yet have a sense of how the process will unfold, but we will be seeking intervener status in the OSSTF hearings at the OLRB.

## Local bargaining

It’s crucial that locals finalize their proposals for local bargaining so we are all in a position to bargain in tandem – central and local tables. We remind you that we’ve forwarded collective agreement language provided by CUPE Research for inclusion in your local proposals, in areas where you are lacking similar clauses.

We expect local bargaining to start within 15 days of the determination of central bargaining issues.

Please forward your completed local proposals to Jim Morrison, staff coordinator assigned to OSBCC ([jmorrison@cupe.ca](mailto:jmorrison@cupe.ca)), for review as soon as possible so that we might avoid jurisdictional problems at your local table. This is an approach OCHU has used with success.

## Provincial Benefits Plan

On October 3<sup>rd</sup>, the government reconvened talks regarding the possible establishment of a provincial benefit plan. As part of this discussion, they provided us with an enormous amount of data about CUPE benefit plans as well as plans held with the other unions and groups in the province. CUPE National is working with us to identify what resources are needed to undertake comprehensive analysis of the data provided.

## Meeting with Minister of Education

On October 15<sup>th</sup>, Jim Morrison and Terri Preston met with Minister of Education Liz Sandals, alongside Brothers Fred Hahn and Chris Watson, and Sister Wynne Hartviksen. In the course of our meeting, the Minister said that if savings can be found, wage increases can be achieved in this round of bargaining. She also said that the province would be introducing a streamlined process to allow school boards to move more quickly to close surplus schools. We encourage locals to work with parent groups and other organizations who are fighting to keep schools open.

## Job security and the statutory freeze period

We have filed complaints with the OLRB regarding support staff layoffs at various school boards, which fell during the statutory freeze period. An initial hearing date is set for November 13<sup>th</sup>. Jim Morrison will be in touch with affected locals to confirm information needed for the hearing.

## Mobilizing Members

We are looking for locals to participate in the strike averting and strike preparation workshops that area reps are planning. Area 9 had a great turnout for their recent course. Our success at the table is directly related to our ability to mobilize members on short notice.

## Building our profile

Locals continue to do great work building our profile in their communities. CUPE Local 2331 recently hosted its first annual charity fundraising picnic on Sunday, September 14 at Boyd Conservation Area in Vaughan. The local's executive and members organized an afternoon of fun, family-friendly activities. Live music accompanied free snacks and refreshments. Organizers distributed a news release to promote their event and invite the community to join in raising money to support the *Vaughan Food Bank* and *Shining Through Centre for Children with Autism*. Members used the opportunity to talk to friends and neighbours about the vital work they do in our schools.

## Trustee elections – October 27<sup>th</sup>

As you know, municipal elections are next week. A great number of locals have identified trustee candidates to support. Please do all you can to get your members to the polls, or to volunteer on election day if they are able. It's crucial to elect trustees who understand our work and its vital role in the school system.

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