

CUPE EDUCATION WORKERS MAKING SCHOOLS WORK



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OSBCC BARGAINING UPDATE 2015

Upcoming dates:

**August 19 and 20 and
September 16, 17 –**
Central negotiations

August 4 and August 18 –
Telephone town halls

July 30 and August 13 –
Bargaining support
committee conference calls

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

July 28, 2015

Bargaining Update – Central Negotiations

Conciliation

On Monday, July 27th, we filed for conciliation with the Ministry of Labour – you may have seen the news stories about this. Through this process, the Ministry appoints a “conciliator.” Because the management team only offered two days in July, and has committed to only an additional two days in August and two days in September, we felt we needed to move the process along by filing for conciliation. We know that you’re not prepared to go another year without a contract.

(Some of you have asked about the bargaining process and how a strike/lockout deadline gets established. We first must be in conciliation before we can take steps to set a strike deadline. We set a strike deadline by requesting what is called a “no-board report”. The Ministry sets the strike deadline for 17 days after it issues the no-board. We’ve asked locals to prepare for the possibility of job action in September).

Bargaining update

As soon as we had a ruling from the OLRB on what items could be bargained centrally, we pushed for dates to bargain. We met with the employer on two days – July 16th and 17th – and we essentially just exchanged proposals. What the management team tabled makes it clear that the Council of Trustee Associations (CTA) is testing your will to defend our contracts, our jobs, and the services we provide.

The management team proposes no wage increases for the next three years. They are proposing to eliminate the job security language we negotiated in the last round of bargaining. And they are proposing to limit the top-up of pregnancy and parental leave to only six weeks.

They are also proposing to limit the number of paid leave days you have, and to roll back your sick leave entitlements.

Crucially, they have only given us four more bargaining dates (August 19th and 20th, and September 16th and 17th). We have offered them every available date in the coming weeks. We've heard the provincial Minister of Education, Liz Sandals, say that she would like to see deals in the education sector before Labour Day. It seems the CTA did not hear the same statements, as there's no way we can conceivably reach a deal with just two dates scheduled before September. We hope that the appointment of a conciliator might help shake loose some further bargaining dates so we can get down to the real work of negotiations.

Next steps

We've sent locals coordinated bargaining language on all the issues that were ruled not properly bargained at the central table. We've asked local bargaining committees to review that coordinated language and apply it to local proposals as appropriate.

We have asked locals to set bargaining dates with their employer over the summer. We need to identify early where employers are tabling concessions, and where we have locals with strike issues. This is key to us being able to provide adequate support to local bargaining.

We are also asking locals to schedule area meetings before mid-August to share what is happening at their respective bargaining tables, and to share local strike issues. It's important we develop strategies to support one another through both central and local bargaining.

There will be a leadership meeting in Toronto on August 29th. At that meeting we will vote on an action plan moving into the fall.

We need to be able to hit the ground running, and be prepared for escalating job action in September. We will negotiate to settle, but we must be prepared to strike. We need to mobilize to defend our jobs and the crucial services we provide.

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