



Upcoming dates:

May 30, 2017 (afternoon) –
School Board Caucus held
prior to CUPE Ontario
Convention, Toronto
Sheraton Centre

May 31-June 3, 2017 –
54th annual CUPE Ontario
Convention, Toronto
Sheraton Centre

March 2017

Bill 92, School Boards Collective Bargaining Amendment Act passes: What we've done to date and next steps

In our last OSBCC Update (February 2017), we outlined to you the steps we were taking to oppose the government's proposed changes to the *School Boards Collective Bargaining Amendment Act, 2014* (SBCBA), the legislation that governs how we bargain in the education sector.

Last week, the Act passed without the amendments we had lobbied for, with only the NDP voting against the Bill, which makes central bargaining mandatory for all education workers, not just teachers.

CUPE and its members were alone in their opposition to making central bargaining mandatory. OSBCC made a presentation to the standing committee reviewing the Bill, and sought a legal opinion on the constitutionality of Bill 92. Many Locals also took an active role in mobilizing their memberships, met with MPPs and officials in Minister Hunter's office. Over 2,000 emails were sent to MPPs in support of our position.

Unfortunately, while Bill 92 may represent poor policy, it does not appear to be unconstitutional and is now law in Ontario. While this is not ideal, we will continue to work hard to ensure your interests are effectively represented at the bargaining table.

In spite of the negative aspects of the Bill, there was a piece of the legislation we were supportive of—Newly organized bargaining units will get central language.

CUPE Local 1734 with the York District School Board will be among the first locals taking advantage of this amendment. They have recently organized a new bargaining unit of 20

members who work for the Board in a program called *yorkworks*, funded by Ontario Works. The new unit will begin bargaining with the CUPE Central Agreement in place.

If you have a group in your board that your Local would like to help organize, please let us know.

Remedy Discussions

The government has approached to restart remedy negotiations. CUPE Researchers have been looking into the loss experienced by our members, so we will be prepared when we meet. No dates have been set. Members will have a vote on settlement when it is finally reached.

Benefits Trust Updates

We are very pleased with the interest shown in our Request for Proposals for Third Party Administrators and Insurance Companies. We will meet with our consultants on April 8 to develop a short list. We expect to make a decision by the end of April.

About 20 members have applied for the position of Trustee. We are reviewing the applications with the consultant working with us to develop the short list for interview. We will be contacting short-listed individuals very soon.

New Regulations Related to Full Day Kindergarten

We attended a brief meeting with Ministry representatives regarding the Full Day Kindergarten program. A new regulation is being drawn up to put a hard cap on kindergarten classes. For the 2018-19 school year, the cap will be no more than 30 students in a class. In 2019-20, the cap will fall to no more than 29 students in a class. The average of 26 in a school board will continue, but this introduces a hard cap.

Many thanks to the DECE reference group for their work highlighting the issue of class size and getting the government to take a hard look at what has been happening at various school boards.

Grants for Student Needs

The Grants for Student Needs will be announced April 12 and made public the following day.

Brother Dan Crow will conduct an analysis of the changes, and we shall provide you with a copy of that analysis when it is completed. The grants will include the monies available for staffing which were part of our extension discussions.

We encourage members to meet with boards and share ideas as to how these funds may be allocated. There is no need to wait until May 15 to have that discussion.

The government has assured us that a B Memo will be released to make it clear these funds are not to be used to offset against those leaving through attrition.

These funds can be used to offset against layoffs and to create additional positions.

Central Labour Relations Committee

The Central Labour Relations Committee has monthly meetings scheduled to the end of June. The initial focus of our work will be the development of a module for the prevention of workplace violence. If your board is using a de-escalation training model that you think is effective, please let us know.

Other Upcoming Meetings

The Diverse and Inclusive Workforce Committee will meet again on April 4, the **Provincial Health and Safety Working Group** will meet April 6 and the **LTD Working Group** will meet April 7.

The OSBCC Committee will gather on the weekend of April 7-9 for a strategic planning session.

If you are attending the CUPE Ontario Division Convention, please plan your arrival for May 30th so you can attend the School Board Caucus, which takes place from 3 p.m. to 4:30 p.m. in the Osgoode Ballroom. The OMERS meeting is from 5:30 p.m. to 7 p.m. in the Chestnut East and West.

Plan Ahead!

The end of the school year is always busy. Part of this involves planning for the year ahead so you can hit the ground running. If you are planning an event to raise the profile of our work, don't forget the career pamphlets that have been developed. They can be distributed in booths at farmers' markets, school job fairs, fundraisers, public swim days, etc. To order pamphlets, please let Dan MacKenzie at CUPE Ontario know how many you would like and of what job classifications.

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