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Custodial/Maintenance
Office, Clerical, Technical and Educational Assistants

of Trillium Lakelands District School Board

CUPE 997 Bargaining GR8 In '08

PDT

Provincial Discussion Table

+ 997 Local Issues

Funding for school boards is determined by the Ministry of Education and is based primarily on a per pupil ratio – less students, less funds to schools. Declining enrolment has had a significant impact on Boards' budgets and the services we provide. The flawed "Funding Formula" left CUPE members vulnerable and unable to negotiate items such as square footage, staffing formulas, hours of work for EA's ,etc. For a number of years support staff budget lines and issues had been significantly overlooked by the Ministry.

Following effective campaigns undertaken by CUPE support staff, including the "Fair Funding Formula Now" and Educational Assistant Survey – "Send A Message To the Minister of Education" a process of dialogue between the OSBCC (CUPE Ontario School Board Sector) and the Ontario Minister of Education was initiated. These Support Workers Advisory Group (SWAG) table discussions allowed CUPE Education Workers a real opportunity to discuss their issues with representatives of the Ministry of Education.

In late Fall 2007 CUPE was approached by the Ministry of Education to discuss the possibility of CUPE participating in a Provincial Discussion Table (PDT) process with representatives of the Ministry of Education and all of the School Boards in Ontario.

January 21, 2008 – CUPE 997 Representatives joined with more than 400 CUPE School Board Sector members from across the Province to unanimously endorse the "Central Bargaining Framework" process and "Items Identified For Central Bargaining" at a Provincial Discussion Table (PDT) including: wages and benefits; adequate staff levels; professional development/training for all staff; supervision of students for all classifications; violence in the workplace; 7 hour work day for Educational Assistants and roles and responsibilities of Educational Assistants.

In April 2008 Minister of Education, Kathleen Wynne spoke with delegates at the OSBCC (CUPE Ontario School Board Sector) Conference. The Minister noted and confirmed the importance of CUPE workers in school boards. "Your involvement is crucial and you are keeping our schools running," she said.

The Minister admitted the issue of school boards funding needed to be addressed. Regarding the Provincial Discussion Table (PDT), Wynne was positive, "I feel like we have come a long way ….. To this day, it is an extremely productive process and I'm hopeful it will help improve the working environment and ultimately improve the learning environment for students."

May 27, 2008 a tentative settlement was reached at the Provincial Discussion Table (PDT):

"Provincial Discussion Table (PDT) Agreement

Between The

The Canadian Union of Public Employees

"CUPE"

and

Association Des Conseils Scolaires Des Ecoles Publiques De L'Ontario (ACEPO)
Representing French Language Public School Boards

Association Franco-Ontarienne Des Conseils Scolaires Catholiques (AFOCSC)
Representing French Language Catholic School Boards

Ontario Catholic Trustees' Association (OCSTA)
Representing English Catholic School Boards

Ontario Public School Boards' Association (OPSBA)
Representing English Public School Boards"

June 9, 2008 – CUPE 997 Representatives again joined with CUPE School Board Locals across the Province to review the "Tentative Settlement" reached at the Provincial Discussion Table (PDT).
After a full day analyzing the document and debating the issues involved in the central bargaining process, members came to a final vote. Without any exception, every Local fully endorsed the tentative settlement.

While negotiations – discussions were taking place at the Provincial Discussion Table (PDT) our CUPE Local 997 Surveys were forwarded, via our Communicators, and a first ever electronic survey was available via the 997 web site. The Custodial/Maintenance and Office, Clerical, Technical and Educational Assistants' Bargaining Surveys requested information regarding "Local Issues".

June 14, 2008 – CUPE 997 "Special Meeting" - Brian Blakeley, OSBCC (CUPE Ontario School Board Sector) Co-ordinator and CUPE Provincial Discussion Table (PDT)Chief Negotiator provided an overview of the May 27th Provincial Discussion Table (PDT) Tentative Settlement.

Our CUPE 997 Chief Negotiator, Derek Blackadder, CUPE National Representative provided the results of our Surveys and reviewed the CUPE 997 Bargaining Committee recommendations regarding "997 Local Issues".

Following questions, debate and with recommendation from the 997 Bargaining Committee the following Motion was carried unanimously:

"Be it resolved the mandate of the GR8 In '08 997 Bargaining Committee be:

997 Local Issues – No Concessions;
Improvements in the areas of working conditions, leave provisions and job security;

Inclusion of the CUPE School Board Sector PDT Agreement of May 27, 2008;

AND

Endorsement of the CUPE School Board Sector Motion on Local Bargaining Plan."

Check out – www.cupe997.ca – Member Resources – Bargaining 2008 for further details – background information regarding the "Central Bargaining Framework" - Provincial Discussion Table (PDT) mandate, Newsletters and 997 Local Issues Bargaining.

WHAT'S NEXT

We are in the process of co-ordinating calendars to commence bargaining with Trillium Lakelands District School Board.

Once dates have been confirmed this information will be posted on our www.cupe997.ca web site.

While some of our bargaining dates may be during the summer months, bargaining will continue into the start of the 08-09 school year. During the summer months we will provide updates on the 997 web site – www.cupe997.ca or directly to our 997 E-Bulletins List.

Information to be communicated once the 08-09 school year has commenced will be forwarded, via our 997 Communicators, including any possible meeting dates relating to the bargaining process and/or information relating to a Ratification Meeting once a "tentative settlement" has been reached.

At the Ratification Meeting, the package presented to the members of the Custodial/Maintenance and Office, Clerical, Technical and Educational Assistants Bargaining Units will be the combination of the PDT Settlement and the 997 Local Issues.

The CUPE Combo (PDT Settlement + 997 Local Issues) will be voted on as a package and subject to ratification by the membership of the Custodial/Maintenance and Office, Clerical, Technical and Educational Assistants Bargaining Units.

In the event the CUPE Local 997 Bargaining Committee needs the demonstrated support of the Members and/or is unable to reach a settlement with the employer the Bargaining Committee will call a "Special Meeting" at which time the members of the Custodial/Maintenance; Office, Clerical, Technical and Educational Assistants Bargaining Units will meet to discuss the issues – concerns and to provide direction to the 997 Bargaining Committee.

There may be items – issues that we are not in the position to post on our web site or to communicate via "the employer's owned and operated e-mail – communication system". We will be updating our "997 E-Bulletins" information. If you would like to be included on the 997 E-Bulletin list, or if you have an update regarding your alternate (other than @tldsb.on.ca) e-mail address complete the on-line form available at www.cupe997.ca – Contact Us – 997 E-Bulletin Sign-Up.

Best wishes for a terrific summer '08!

CUPE 997 Bargaining Committee:

Chief Negotiator – Derek Blackadder, CUPE National Representative

President: Lynn Raback

Chief Stewards

Custodial:	Herb Pounder	**Maintenance:**	John Roycroft
Office/Clerical:	Wendy Gliddon	**Technical:**	Bill Campbell
Educational Assistants:	Debbie Gillan		