

# CUPE ONTARIO SCHOOL BOARD SECTOR

Proposed Central Bargaining Framework



# Background

- Mike Harris introduced a flawed funding formula.
- This formula left CUPE members vulnerable and unable to negotiate items like square footage and hours of work for E.A.s etc.,

- During the last Liberal government Local 4222 Thames Valley and Local 218 Durham went on strike
- Other locals in areas like Peel, Near North, and Bluewater came close to a strike

# Fair Funding Campaign

- The Liberals recognized that it was costly to fix bargaining problems on a board-by-board basis where CUPE is mobilizing
- CUPE's campaign for Fair Funding is moving along very effectively

- OSBCC under the leadership of Frank Ventresca is doing a great job mobilizing members
- The regional, division and national office are working together to effectively support campaigns and locals

- The Liberals prior to the provincial elections promised to fix the funding formula by 2010
- But CUPE has 60 collective agreements expiring this August which will give us the potential for major bargaining clout

- The Liberals want labour peace in the education sector and no doubt will be looking for a 4 year agreement
- In mid-December the Ministry announced it was prepared to facilitate a central bargaining process for support staff

## Items identified for central bargaining:

- Staffing levels
- Wages/Benefits
- Funding for general interest instructors
- Square footage
- Hours of work for EAs
- Professional development
- Violence
- Common Expiry Date
- Supervision

- The government facilitators have scheduled six half days per provincial discussion table between January 28<sup>th</sup> and the March break
- Six more full days between the March break and the third week of May

# Dates for Bargaining

## Half days

Jan. 28

Feb 4

Feb. 19

Feb 25

March 3<sup>rd</sup>

## Full Days

March 17

April 3

April 15

May 9

# Bargaining Structure

- The CUPE Ontario education sector P&P recommended the bargaining team membership and that the OSBCC act as a Reference Group

- The government invited us to send 6 individuals to negotiate with the school boards and government to act as facilitator
- Employer Side: 2 for OPSBA, 2 for OCSTA, 1 for AFOCSC and 1 for ACÉPO.

# Bargaining Team

4 elected members and 2 staff:

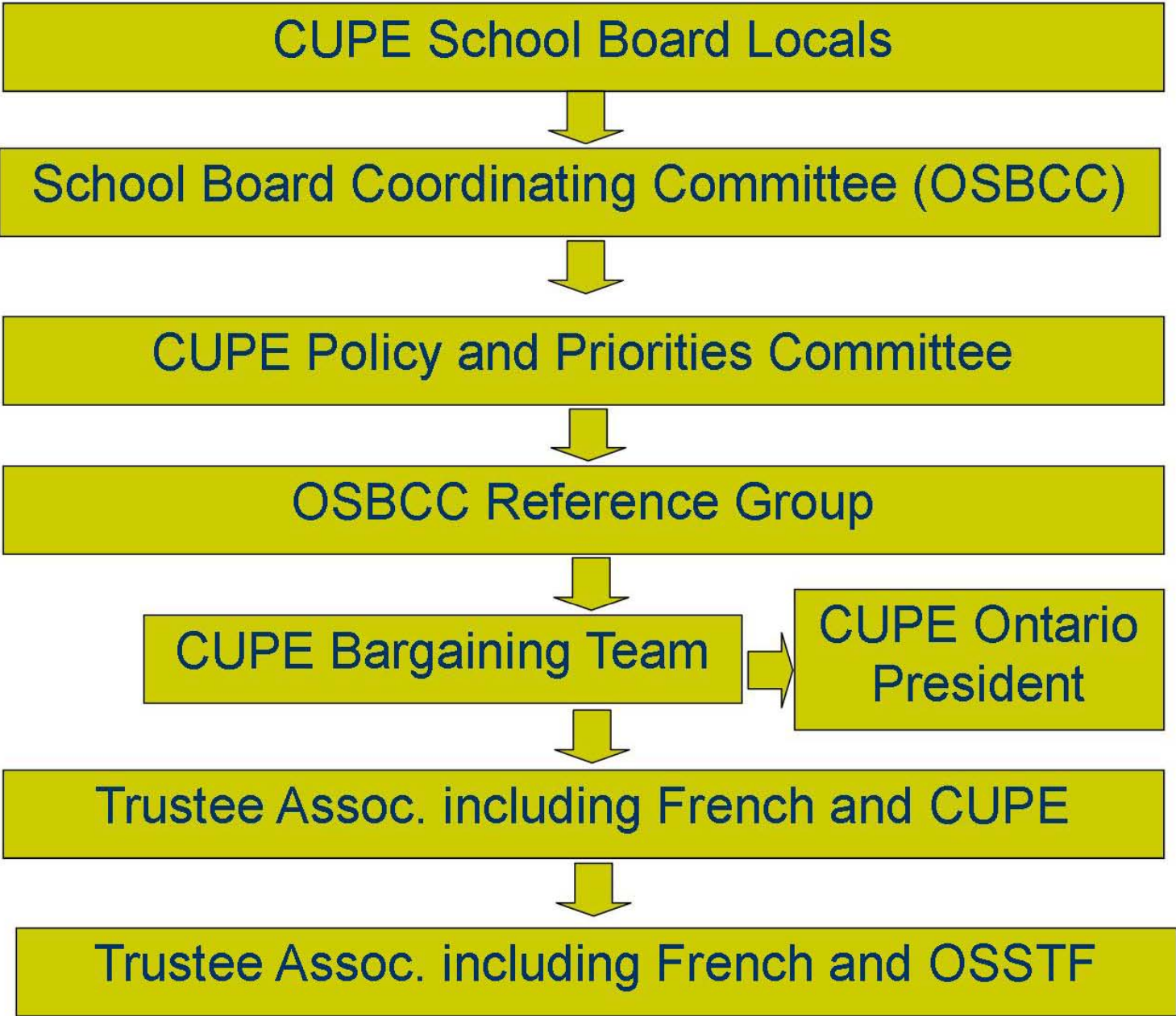
- Frank Ventresca
- John Weatherup
- Susan Hanson
- Marc Boisvert
- Brian Blakeley
- Vickie Houston

# Staff Support

Supporting the bargaining team:

- ARD (Brian Atkinson);
- Researcher (Paul O'Donnell);
- Legal (Elizabeth Nurse);
- CUPE Ontario (Antoni Shelton)
- Communications (Stella Yeadon)
- Outside legal/research

- Throughout the bargaining process, the Reference Group will be consulted by the bargaining team
- 3 face-to-face meetings and 2 conference calls budgeted
- The OD President to work at ministerial level to remove road-blocks and liaise with other unions



- There is no strike or lockout strategy tied to the central bargaining process
- If there is no progress at the central table everything reverts to local bargaining
- In August most of our CUPE locals will be in a legal strike position

- Once we have a central agreement we will use 3 or 4 lead locals to set the master agreement for the rest of the province.
- School boards are being brought to the table and cooperating because the Ministry is promising the dollars to fund the central agreement.

- We hope locals will buy into the process
- The central process allows us to address funding flaws for all locals
- A common expiry date will also put us in a strong position with all subsequent governments.

# Budget

- We have submitted a draft budget under the CUPE National Strategic Directions Fund to fund the school board central bargaining process.
- The request total is \$229,000 but an Advertising campaign might be required-separate budget to be submitted

2 Leadership meetings	\$46,000
Possible 3 <sup>rd</sup> meeting	(\$23,000)
5 broadcast calls	\$50,000
Union calling	\$15,000
Bargaining team book-off	\$30,000
12 days x 4 (Gov't might pick-up this amount)	
Outside research	\$ 5,000

OSBCC to attend 2 Leadership meetings/ Possible 3 <sup>rd</sup> mtg.	\$20,000  (\$10,000)
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(travel, lost wages, accommodation, per diem)

3 Reference Group mtgs. (number of mtgs. might change)	\$30,000
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<b>Total</b>	<b>\$229,000</b>
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Advertising Campaign	?
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# Ratification

- The process is voluntary and nothing will be signed over the head of locals
- There will be two opportunities to ratify central language, at a leadership meeting and by your local membership

# Items for Provincial Table :

- violence in the workplace
- 7 hour workday for EAs
- adequate staff levels (including square footage)
- supervision of students

- accommodation grants for general interest instructors
- professional development training
- roles and responsibilities for Educational Assistants
- Wages (general wage increase) and benefits

# Bargaining Timetable and Process:

- Provincial Table meetings begin shortly following today's meeting with discussions on information sharing and scope of bargaining.
- Local Unions seek mandate from their membership to participate in the Provincial Table Process

- Participating Locals serve Notice to Bargain or Letter of Intent to Discuss Mid-term Changes to their contracts to incorporate Provincial Table items
- CUPE Provincial Table proposals are developed
- Participating CUPE Locals endorse Provincial Table Package.

- Provincial Table Team continues negotiations / Local CUPE bargaining teams develop their local bargaining proposals incorporating “place holder” language as developed by the Provincial Table Team
- Local CUPE bargaining teams start their negotiations (2008 expiry group) or initiate mid-term discussions.

- If a Provincial Table tentative settlement is reached all participating CUPE Locals meet to review the tentative settlement from the Provincial Table

- If endorsed, the Provincial Table tentative settlement is incorporated into local bargaining process as a “non-negotiable” settlement item for ratification by the local members when local bargaining is concluded

- If not ratified, the Participating CUPE Locals determine the next steps in the process - Plan “b”
- If a Provincial Table Settlement is not reached and the Provincial Table process breaks down, the Participating CUPE Locals will meet to determine their next steps - Plan “b”

# Who does what

- The CUPE members of the Participating Locals endorse and ratify any and all changes to their local collective agreements, and;
- The Leadership of the Participating Locals endorse and ratify any and all Provincial Table Proposals and Tentative Settlements, and;

- The Provincial Table Reference Group assists the Provincial Table Bargaining Team during the Provincial Table Bargaining Process, and;
- The Provincial Table Bargaining Team develops the Provincial Table Proposals and bargains with the Employer Group at the Provincial Table.

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