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**We are the
Custodial, Maintenance; Office, Clerical, Technical Staff and Educational Assistants of
Trillium Lakelands District School Board**

January 21, 2008 – “We now have a formal process to negotiate and make gains on the key issues identified by CUPE School Board Sector Members, such as:

a 7 hour day for Educational Assistants, adequate staffing levels, square footage, professional development, violence, supervision and benefits.”



BARGAINING – 2008
CUPE ONTARIO SCHOOL BOARD SECTOR
CENTRAL BARGAINING FRAMEWORK

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.

There are a significant number of CUPE Locals with collective agreements expiring August 31, 2008 and December 31, 2008. Our collective agreements expire December 31, 2008. CUPE has the potential for major bargaining clout.

In mid December 07 the Ministry announced it was prepared to facilitate a central bargaining process for support staff.

HOW DID WE GET THERE!

At the Spring 06 annual OSBCC Conference (CUPE Ontario School Board Sector) 997 Representatives were among those delegates during workshops and “at the microphone” noting frustration (and yes anger) with the Ministry for their total disregard of support staff; their ongoing failure to recognize the important contribution all staff provide in the “education wheel” and the impact of the “funding formula” on the work we do, the services we provide – our jobs and concern for the future.

September 2006 an Emergency Meeting was held in Toronto for all CUPE School Board Locals. Coming from the Emergency Meeting Locals committed to ongoing Campaigns: The “Fair Funding Now Campaign and Educational Assistants Campaign”:

- ✓ November 2006 - election of School Board Trustees in (Check out the information re TLDSB Trustees on our web site – www.cupe997.ca – Member Resources – 06 Elections – TLDSB School Board Trustees)
- ✓ January to May 2007 – Educational Assistants – “Don’t Short-Change Special Needs Children”
- ✓ February 21-22, 2007 – CUPE and OSSTF “United For Fair Funding Meeting”
- ✓ April 17-21, 2007 – CUPE Ontario School Board Co-ordinating Committee (OSBCC) Conference, Niagara Falls. Minister of Education, Kathleen Wynne, spoke and met with delegates who repeatedly went to the microphone – “the funding formula is flawed and needs to be fixed”. The Minister also received and took back to the Ministry the 4,000 completed Questionnaires – “Send A Message To the Minister of Education” relating to EA’s hours of work and working conditions.

The Minister promised and subsequently delivered a formal “table” at the Ministry level for support staff issues to come forward – “SWAG” – “Support Workers Advisory Committee”.

- ✓ CUPE Locals 42222, Thames Valley and Local 218, Durham undertook strike action during the last Liberal Government and other Locals like Peel, Near North and Bluewater came close to a strike – the underlying issue/barrier – “the Funding Formula”.
- ✓ Aug – Sept 07 – the Liberal Government, prior to the October election, provided additional funding to School Boards who across the Province were faced with significant challenges as a result of the “flawed funding formula” and as part of their “election platform” promised to “fix the Funding Formula by 2010”.
- ✓ the Liberals want labour peace in the education sector and in December announced it was prepared to facilitate a “central bargaining process” for support staff.

December 2007 – CUPE Locals were advised

“Mobilizing, province-wide co-ordinated bargaining strategies, and several key strikes by CUPE’s Ontario school board sector members over the past year has yielded exciting results.

We now have a formal process to negotiate and make gains on the key issues identified by CUPE school board sector members, such as: a 7 hour day for Educational Assistants, adequate staffing levels, square footage, professional development, violence, supervision and benefits.”

January 14, 2008 – “Broadcast Call” for School Board Locals outlining the “common issues process”.

January 21, 2008 – CUPE 997 Representatives joined with CUPE School Board Locals across the Province to review the “Central Bargaining Framework” process and “Items Identified For Central Bargaining”:

- Adequate Staffing levels – including square footage
- Wages (general wage increase) and benefits
- 7 Hour Workday for EA’s
- Professional Development Training
- Supervision of Students
- Roles and Responsibilities for Educational Assistants

The Motion to move forward with “Central Bargaining” was carried unanimously by the more than 400 CUPE School Board Sector members in attendance.

WHAT DOES THIS MEAN FOR US?

If a Provincial Table tentative settlement is reached all participating CUPE Locals representatives will meet to review and vote on the tentative settlement from the Provincial Table.

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

If a Provincial Table settlement is not reached and the central process breaks down, a CUPE School Board Sector meeting will be called to determine the next steps.

This item will be on our Agenda for the upcoming Regular General Meeting

February 23, 2008 – 10:30 a.m.
– Hyland Crest Senior Citizen’s Home

and

we will be posting information on our 997 web site with the background information and updates as they become available.

www.cupe997.ca – Member Resources – Bargaining 2008