

# OUR LOCAL 1479 NEWS

Official Publication of CUPE Local 1479

## Local Ratification Vote

Our local ratification meeting took place on December 12, 2015 at 9:30 a.m. at JJ. O'Neill.

The local tentative agreement was voted on and passed with 94% from Unit 1 & 100% from Unit 2 saying "yes".

The next step in the process is the board has to ratify the the local contract with the board members at the December board meeting .

Once both local and central agreements are agreed upon and ratified our new collective agreement will go into place.



**The CUPE 1479 Executive would like to wish the entire membership a safe and Merry Christmas!**

Take this time to rest and relax and spend time family and friends. It has been a very busy kick off to the 2015/2016 school year!



## Sick Days

All full time members have 11 sick days plus 5 additional days. The 5 additional days can be a combination of 1 personal day, 4 Special Compassionate Leave and/or 5 Illness of a Close Relative (this relative must live with you). When you are using one of the additional 5 days you must fill out the Request To Be Absent Form for your unit. Once your 11 days are used you can go into 120 days Short Term Disability. With proper medical, all members will receive 90% of their pay once in the 120 days.

## EI

If you are working less than 35 hours per week you may be interested in Working On a Claim information. Go to Service Canada for more information. Filing for Employment Insurance – Christmas Vacation 2015/16 Filing for Employment Insurance – Christmas Vacation. The reference number is 3511012015201512.

## CUPE Representation

If you are in a situation with your supervisor that is or has the potential to become disciplinary (meeting, letter on file, termination...), it is in your best interests contact your union representative immediately. Another CUPE member in your school is NOT CUPE representation. They can support you, however they do not have to the proper training to act as an official representative.

**A CUPE representative in this case is your Steward, Chief Steward, VP or President.**

December 04, 2015 10:30 ET

## CUPE education workers ratify central agreement in province-wide votes

TORONTO, ONTARIO--(Marketwired - Dec. 4, 2015) - In votes held province-wide, education workers represented by the Canadian Union of Public Employees (CUPE) have ratified a central agreement reached with the province of Ontario and the Council of Trustee Associations (CTA) on November 2nd. The agreement was ratified by a majority of members and a majority of CUPE's 110 bargaining units in the sector.

"We're pleased that our members have ratified a central collective agreement," said Terri Preston, chair of CUPE's central bargaining committee. "But we heard them loud

and clear that they were frustrated with the wage increases, and that after bearing wage freezes for the last three years, they don't intend to continue falling behind in every round of negotiations." Workers represented by CUPE are among the lowest paid in the education sector, and their wages have not been keeping pace with cost of living increases in recent years.

Preston also commented on challenges with the new tandem system of bargaining, whereby central and local talks happen concurrently on different issues: "We expect to participate in talks with the government about what worked under the new legislation and what didn't - it's pretty clear there are kinks to work out. And we still have many locals struggling to get bargaining dates with local boards who seem to feel no urgency in concluding talks. The dynamic is frustrating, when we are just a year and a half out from the next round of talks starting."

CUPE represents 55,000 workers in the education sector, across all four school board systems (English and French, Catholic and public), including educational assistants, early childhood educators, custodians, tradespeople, school administrators, payroll and IT clerks, library technicians and more.

#### CONTACT INFORMATION

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## Lump Sum Payment

We will let you know as soon as we find out when the 1% lump sum payment is going to be paid out. The board can not pay out until both central and local agreements are accepted. It probably won't happen until late February or March.

## Local Tentative Agreement reached, Central Ratified.

Thank you to all members that came and voted on the tentative agreement reached centrally. On December 4, 2015 the OSBCC announced the central agreement ratified with 80% of members voting "yes".

Thank you to our local Negotiation Committee for your hard work at the local level. The local tentative agreement will be voted on locally this Saturday at 9:30 at JJ O'Neill.



Local Negotiation Committee from left to right: Ted Grimson, Kevin French, Paul O'Connor, Jennifer Connor, Jim Beattie, Michele Dean, Lynda Casselman and Pete Allen. Missing: Liz James

November 30, 2015 13:59 ET

## CUPE will push for just transition and green jobs at COP21 in Paris

OTTAWA, ONTARIO--(Marketwired - Nov. 30, 2015) - CUPE National Secretary-Treasurer Charles Fleury will lead the delegation that will represent Canada's largest union at the United Nations Climate Change Conference (COP21) in Paris. CUPE's delegation will be part of 35 Canadian trade unionists coordinated by the Canadian Labour Congress and the International Trade Union Congress (ITUC).

On December 3, Fleury will be among the speakers at the "One Million Green Jobs" forum sponsored by the Canadian Labour Congress and the Climate Action Network at the Le Bourget conference centre in Paris. Several of

Canada's premiers and environment ministers have confirmed their attendance at the Canadian forum.

On behalf of CUPE, Fleury will argue for world governments, including Canada, to adopt ambitious greenhouse gas (GHG) emission reduction targets for 2020 that meet scientists' recommendations. According to Fleury, we can no longer rely on states acting in good faith: the final accord must include a mandatory review process for all countries.

"However, the fight against climate change cannot be waged at the expense of workers, communities or developing countries. The final accord should involve a just transition to a carbon-free economy, including financial incentives for the poorest countries," explained Fleury. For CUPE's National Secretary-Treasurer, the fight against climate change also presents an excellent opportunity for the creation of new green jobs.

"Public services are a main source of green jobs. A growing public sector and public infrastructure will help us reduce the effects of climate change. Private companies have created the problem; governments and the public sector need to be part of the solution," said Fleury.

CUPE is a signatory of the Leap Manifesto advocating that environmental protection, economic development, and a fairer society go hand in hand.

"We'll make sure that the Leap message is heard loud and clear in Paris," concluded Fleury.

CUPE is Canada's largest union, representing 634,000 workers.

#### CONTACT INFORMATION

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## **Defiant Feminism in the Face of Violence: OFL Statement for December 6, 2015, National Day of Remembrance and Action on Violence Against Women**

Marketwired

Press Release: Ontario Federation of Labour – Sun, Dec 6, 2015 11:00 GMT

TORONTO, ONTARIO--(Marketwired - Dec 6, 2015) - December 6 marks the anniversary of the 1989 École Polytechnique Massacre in which 14 women were murdered because they were women. The École Polytechnique was not only a college but also a workplace and two of the women murdered that day were members of the Canadian Union of Public Employees (CUPE).

This senseless act of violence against women shocked our nation and became the catalyst for collective action to end violence against women.

"The recent shooting of 12 people that killed three and left nine wounded at a Planned Parenthood facility in Colorado Springs serves as harsh reminder that, 26 years after the Montréal Massacre, men continue to use violence to control women's bodies and choices," said Ontario Federation of Labour (OFL) Secretary-Treasurer Patty Coates. "We must stand defiantly against this violent hatred and fight for the full equality of women and girls."

Today, in Canada, violence against women is still very much a serious and pervasive problem that crosses every social boundary and affects communities from coast to coast to coast. According to recent Statistics Canada research, on average, every six days a woman in Canada is killed by her partner and, on any given day, there are more than 3,000 women (along with their 2,500 children) living in emergency shelters to flee domestic violence. Many more women suffer in silence due to lack of adequate resources to support women shelters - often in rural and remote communities across Canada. Violence remains a significant barrier to women's equality and it disproportionately affects Aboriginal women, racialized women, trans women, women with disabilities and other marginalized women who are marginalized in our society.

"After a decade of Harper's dismissal and denial, the OFL is calling on Prime Minister Justin Trudeau to immediately make good on his promise to launch a national inquiry into the over 1,200 missing and murdered Aboriginal Women," said OFL President Chris Buckley. "These 'Stolen Sisters' are the victims of hate-fuelled violence, misogyny and a colonial history that deems their lives

less valuable. Each and every case deserves a full investigation but the roots of this violence must also be examined, along with the systems that failed these Indigenous women."

A National Operational Overview of the RCMP has revealed that 1,181 Indigenous women have gone missing or were murdered between the years of 1980 and 2012. Many more have disappeared since. Indigenous women represent 16% of the women who were murdered in Canada, but only make up approximately 4% of the Canadian population. These statistics provide evidence that Indigenous women are being specifically targeted.

"This December 6, workers are calling on Canadians to join them in demanding justice for our Stolen Sisters and in reaching out to all families of female victims whose lives have been forever altered by acts of violence," said Coates.

The Ontario Federation of Labour (OFL) represents 54 unions and one million workers in Ontario. For information, visit [www.OFL.ca](http://www.OFL.ca) and follow @OFLabour on Facebook and Twitter.

Contact:

Ontario Federation of Labour

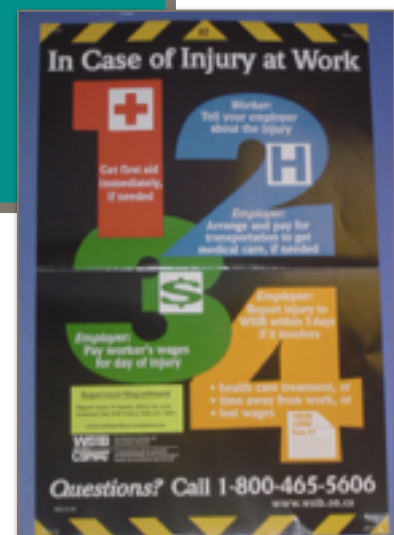
Joel Duff

Communications Director

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## WSIB

If you have become ill or were injured at work please contact your union immediately following the incident. We are here to help you through this process if you would like us to be. Dealing with WSIB can be a confusing, especially when you are not yourself. We have an information package for you as well, to help you through the process. We currently have no way of knowing if someone has started a WSIB claim, so please contact us if you need help.



# With Heartfelt *Sympathy*



October 27, 2015

Judith McLean, mother of Kathie Robinson, Educational Assistant at St. Paul Catholic Secondary School. Please keep the Robinson and McLean families in your prayers.

November 05, 2015

We regret to inform you of the passing of Judith Montgomery, sister of Rick and Ron O'Sullivan, caretakers at Holy Cross Catholic Secondary School, Barry O'Sullivan, retired painter and aunt of Vincent O'Sullivan, casual caretaker with the Board.

November 10, 2015

It is with sadness we inform you of the passing of Cristina Chiappetta, ALCDSB Occasional Teacher and graduate from Holy Cross CSS, on November 7, 2015. Cristina is sister to Sina Chiapetta, Early Childhood Educator at Archbishop O'Sullivan Catholic School. Please keep the family and friends in your prayers.

November 18, 2015

We regret to inform you of the passing of Loretta Anne Thompson, mother of Gail MacDougall, Educational Assistant/Learning Resource Assistant at St. Gregory Catholic School. Please keep the family in your prayers.

December 02, 2015

We regret to inform you of the passing of Mrs. Gina De Cesare, mother of Anna Patrick, Secretary at Sacred Heart Catholic School, Marmora and grandmother of Dianna Patrick, Itinerant Arts Teacher at Georges Vanier.

December 03, 2015

We regret to inform you of the passing of Diane LaPlante-Dobbs, Financial Services Department, Board office, sister to Robert LaPlante, Maintenance East, Aunt to Bobbi-Jo LaPlante, teacher at St. Theresa and Jamie LaPlante, Occasional Teacher at Sacred Heart (Batawa). Diane passed away on Wednesday December 2, 2015.

**Please keep the family in your prayers.**



## Executive and Steward Training

On the weekend of December 4-6, CUPE Ontario held its annual Fall School. This is an amazing learning opportunity that brings together Executives and Stewards from across the province to learn about important topics that effect our locals from group facilitators as well as each other. Training for executives is a powerful tool! The more informed the new executive is the better our local will be.



Kevin French took Clear Language, a class designed to teach executives how to make sure when communicating with members and negotiating collective agreements clear language is always used.

Liz James took WSIB Level I, Rights and Obligations. This very important course introduces class participants to the overall basics of WSIB and basic understanding on how to guide members through the WSIB process. Level II Benefits and Services and Level III Appeals and Dispute Resolution are the next courses in the certification levels.

Jennifer Connor took the Job Evaluation course which taught the point system for placing new positions or changing positions, properly into pay bands. We practiced this on a number of job classes in order to see how the point system works. This should be of benefit for future job evaluations with the Board.

Jody Uddenberg's course was called Recording Secretary where she learned what to do with all kinds of incoming correspondence, how to effectively take minutes and how to organize files. They learned different ways to engage members and the best ways to create outgoing correspondence. Jody found it to be a great opportunity to get familiar with her role.

Michele Dean took Introduction to Stewarding. It was about learning how to gather information for grievances and how to write them, but more importantly what the responsibilities of a Steward are.



**51-15-16-YW.LTO - 0.4 FTE Long Term  
Occasional Youth Worker  
51-15-16-YW.LTO Internal      Kingston  
Closing 1/8/2016 4:00 PM**

## Union court challenge to Bill 115 will resume on Monday, December 14

**Dec 11, 2015**

CUPE's education workers in Ontario, alongside the Elementary Teachers' Federation of Ontario (ETFO), the Ontario Secondary School Teachers' Federation (OSSTF), and the Ontario Public Service Employees' Union (OPSEU) will be back in court to challenge the constitutionality of Bill 115, starting Monday, December 14. UNIFOR also has intervenor status in the case.

The court challenge was filed in 2013 after Bill 115 stripped workers in the education sector of their rights to bargain collectively. CUPE's position has always been that this bill violated the Canadian Charter of Rights and Freedoms. It was postponed at the request of the province in 2014.

"This legislation stripped education workers of rights that are guaranteed under the Charter," said Terri Preston, representing 55,000 of CUPE's members in the education sector. "We joined forces with other unions because it's clear that Bill 115, unchallenged, threatens all Canadian workers. We expect it will be found unconstitutional by the Court."

"Since the time we filed this lawsuit, unions won a major victory at the Supreme Court of Canada with the Saskatchewan Federation of Labour case on the issue of right-to-strike," said Fred Hahn, president of CUPE Ontario. "CUPE was one of the lead unions on that case, and because of that decision, which recognizes the right to strike as a fundamental, guaranteed right in Canada, we are especially confident in our position on Bill 115. It was a mistake for Ontario's education minister to impose collective agreements, to strip the right to strike from workers. We are looking forward to making those arguments in court next week."

The court challenge will start Monday morning at 10:00 a.m. at Osgoode Hall in Toronto.

CUPE represents 55,000 education workers in Ontario, including custodians, administrative and clerical staff, educational assistants, instructors, tradespeople, early childhood educators, and many more, across all four school board systems (English and French, Catholic and public).

**For more information:**

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## Communication

Please ensure that you have provided your personal email or texting number to Liz James at 613-885-5580 or [lizjamescupe1479@gmail.com](mailto:lizjamescupe1479@gmail.com)

If there are any new members in your locations please pass along this information

