

OUR LOCAL 1479 NEWS

Making Schools Work!

Strike Vote & Information Meeting

There is a VERY important meeting on March 7th at 9:30 at JJ O'Neill. We encourage all members to attend. There is going to be a question and answer period with OSBCC coordinator and our national rep. Immediately following the information and question period we will be holding the strike vote. This vote will set an important tone at the bargaining table.

Next General Meeting

Our next general meeting will take place on **March 28 at 9:30 a.m. at JJ O'Neill**. This meeting will be very important due to negotiations.

See you all there.



Information For Negotiations

It is vital that all CUPE Local 1479 members send their personal home email to lizjamescupe1479@gmail.com to be kept informed during negotiations. The Negotiation Committee would like everyone to have accurate and up to date information. This is confidential information for CUPE members only. We are not allowed to use board mail or email as a way of corresponding with our members.



Negotiation Update

We have NO control over *anything* monetary, including but not limited to wages, raises, grid increases, vacation, pay equity, and contracting out at the local level. These are all things that the government is controlling. We would love a raise and pay equity as well. Many different job categories are looking for a pay equity evaluation, but with wage freezes in effect we can't do anything, our hands are tied. We are still unsure what will even be central and what won't. We have not been given much info from OSBCC, as there is not much happening. We attended a conference from February 3-7 where we were told repeatedly that it is a very difficult round of bargaining. They outlined some of the areas where they can't agree what language will be included and what won't. One of the key areas of concern is contracting out language. With out the government ensuring there is specific language in our collective agreement protecting us from our boards contracting out no one is guaranteed a job. It is cheaper for school board's to temp people into CUPE jobs. The government has included that language for teachers, but refuse for CUPE. There are many other items that can't be agreed upon and will be shared at the meeting. Any information about negotiations is strictly confidential and not to be made public.

As soon as we have anything it is always passed on. If you know of people in your school not receiving information please pass my email along to them. If you have questions, please ask your negotiation or executive committee. The goal is that everyone is on the same page and no rumours start.

Sick Leave

The board is starting to look at people who have missed over the 11 days without proper paper work. Please have the proper sick leave forms filled out, they are posted on our CUPE website under "Resources". If you need help accessing these forms please feel free to contact Liz James at lizjamescupe1479@gmail.com or contact Kathleen Dillon De Matos at the board office. We still have a grievance in on the fact that the board isn't paying the automatic 90% that other boards are getting.



February OSBCC Conference



In February, 8 members of the Negotiation Committee went to Ottawa for the OSBCC (Ontario School Board Coordinating Committee- these are the people who do our central bargaining) conference. There were many things that were talked about at the conference that will be discussed at the strike vote meeting on March 7th. You will get a better picture of what is going on at the bargaining table between

the government, trustees and CUPE. It was very interesting to get together with different locals from across the province. In some areas we are way ahead of other locals and in some respects we have some work to do. In our area 6&7 meeting we discussed the need for a common campaign across our whole area during negotiations. The slogan that we are all using is “Making Schools Work”. We are going to be applying for some advertising funding from OSBCC to get the campaign off the ground. There is also a need to get our profile into the community. When people hear anything about education and bargaining they automatically assume that we are all teachers and have the same benefits and wages as teachers. As we know this is not the case. We are looking into different ways of getting our message out. In order to get support from our stake holders we need to let the know that we are different!



Job Postings

57-14-15-CT - 1.0 FTE Caretaker 1 57-14-15-CT Internal Kingston
2/17/2015 4:00 PM

56-14-15-CT - 0.5625 FTE Caretaker 1 56-14-15-CT Internal/External
Napanea 2/17/2015 4:00 PM

Union Positions Open!

There will be an election of *Steward for Office, Clerical, Technical East* as well as the Executive position of *Recording - Secretary*. The job description and details for both positions are available in the By-laws or you can contact lizjamescupe1479@gmail.com and I can answer any questions and provide a copy of the job description to you if you don't have a copy.

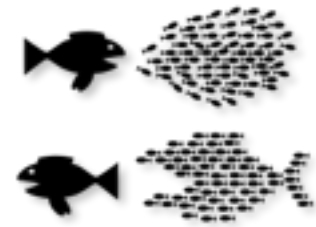
Strike Committee Help is also welcome. If you are interested in helping out there are many different capacities in which you can do so. We

Pay Equity

Just a word about Pay Equity. We are currently in a wage freeze situation so having a review isn't possible. However, if we weren't, there is more than just deciding you want a review. Your supervisor (the superintendent or manager) has to agree with your group that the duties and responsibilities of the job has significantly changed. There have been groups who thought they had changed, but the supervisor did not, so there was no pay equity review done. The pay equity review is not a comparison of people in the same job as you across the province, it is a comparison between the female vs. male wage in your profession.

Solidarity

Solidarity is the key to success in the labour movement. You may have noticed the CCAC workers out striking and CUPE supports them. Liz James and Jado Amo took hot soup and buns out the the striking members on behalf of CUPE 1479. They were so grateful. Just a small token of support went a long way. Scott Tracze from SEIU posted a “Thank You” to us on their Facebook page. I can’t express



the importance of solidarity. It doesn’t matter what union or local you are from we are all fighting for the same thing. With societies attack on the labour movement and union jobs we need to support those groups who are in need of it. If we end up on strike will will appreciate the support as well.

There are some really cool videos on Youtube that you should check out if you have a chance. Look up Canadian Labour Congress Fairness Works campaign and One Minute Message contest entries.

Unpaid Leave of Absence / VLAP

Anyone wishing to request a leave of absence without pay should fill out the CUPE Request to be Absent form and check unpaid leave, 13.01 a. The days will only be granted IF there is available supply coverage. The maximum amount of days that can be requested per year is 5. Requests will be granted, when possible, on first request basis. The pay will come off the directly affected pay period, NOT over the entire school year. You will be offered to option to buy back your pension. You will not loose seniority as it is less than three months.



Compassionate Leave Requests

In our last meeting with HR Michelle Lamarche explained that the only days that will be approved under Compassionate Leave are those unexpected situations that *only* the member can deal with. Please give as much detail as possible without getting too personal.

Supreme Court upholds right to strike

CUPE Ontario

In a historic decision, the Supreme Court of Canada ruled the right to strike is protected by the Canadian Charter of Rights and Freedoms. The ruling came from a case brought by unions in Saskatchewan, who challenged a 2008 provincial law which limited the right to strike by public sector workers.

"This decision confirms what we have always believed: The right to strike is a basic, Charter right that is vital to a system of fair collective bargaining," said CUPE Ontario President Fred Hahn. "When the Liberals brought in Bill 115 to strip school board workers of their right to strike, we told them it was unconstitutional. We filed a legal challenge. This ruling sends a clear message – you can't legislate away workers' fundamental rights and when unions fight these laws, we can win."

In a 5-2 ruling, the Supreme Court found Saskatchewan's 2008 "Public Service Essential Services Act," put unjust limits on which public-sector workers could strike in that province, violating workers' Charter right to freedom of association. It is an important and far-reaching victory for workers in Canada.

The ruling closely follows on another decision by the Supreme Court just a few weeks earlier, that reaffirmed workers' right to organize unions. Together, with these decisions, the Court has once again recognized that workers' collective rights are basic human rights that must be respected by government.

Ontarians suffer from government choices, this budget a chance to change for the better

Falling incomes, failed tax cuts, costly privatization must be addressed

CUPE TORONTO, ON – Past decisions to cut corporate taxes, and use costly privatization schemes are creating a drag on the economy and driving down incomes across the province, Fred Hahn, president of the provinces' largest union, told the finance committee during pre-budget consultations at Queen's Park today.

The government must learn from past mistakes and restore public services, reverse corporate tax cuts and implement an immediate moratorium on all forms of privatization, he said. The president of the Canadian Union of Public Employees (CUPE) Ontario also urged the Liberals to balance the budget in a realistic timeframe.

"We have been sounding the alarm with this government for more than five years on how budget cuts and austerity negatively impact people, communities and the province," said Hahn, president of the Canadian Union of Public Employees (CUPE) Ontario. "The evidence is in - incomes across the province are falling, and it's time to reverse the decisions driving that decline."

Hahn pointed to a new report from the Broadbent Institute showing median incomes in Ontario went down 1.7 percent between 2006 and 2012. Windsor saw a whopping 13.6 percent decline. Oshawa went down 6.5 percent, the Niagara region by 4.1 percent, Barrie by 3.8 percent and the provincial capital of Toronto by 2.8 percent.

Rising inequality is a cause for serious concern, which has now been raised even by fiscally conservative organizations such as the International Monetary Fund and TD Bank.

"Investing in public services is the best way to build the economy and create good jobs. We know investments in child care create many times more jobs than the government's misguided corporate tax cuts, and add more GDP growth," he said.

Budget cuts are causing serious reductions in public services, including lost hospital beds and school closures across the province, and child protection agencies closing their doors for days at a time, he said. At the same time, the province has also lost more than \$8 billion in revenue from corporate taxes. Combined with more than \$8 billion in unnecessary costs because of a reliance on privatization schemes, that's more than \$16 billion that could have been used to

preserve and enhance public services that support communities and build the economy.

CUPE Ontario's pre-budget submission calls for an immediate moratorium on all forms of privatization.

"Governments have to stop believing privatization is good. For Ontarians, it's been a disaster," said Hahn. "We call on this government to impose an immediate moratorium on all forms of privatization, including public-private partnerships and schemes such as asset recycling, which is really just a novel way to repackage the discredited and costly idea of privatization."

Hahn also cautions that, while carbon pricing could be good for the environment and for the province's finances, it should only be brought in if it is revenue-positive and does not harm public services or middle- and low-income earners. CUPE is Ontario's community union, with members providing quality public services we all rely on in every part of the province every day. CUPE Ontario members are proud to work in social services, health care, municipalities, school boards, universities and airlines.

THE CURRENT | Jan 22, 2015 | 7:42

'Universally ignored': Educational assistants also face violence in classrooms - Jan 22, 2015

Last Friday we brought you a story about violence some teachers face from students. Someone at CUPE felt education assistants were missing from this discussion. Today, we spoke to Terri Preson, chair of CUPE's Ontario School Boards Coordinating Committee.

Here is the link to the radio broadcast

<http://www.cbc.ca/player/Radio/The+Current/ID/2649359447/>

Strike Committee Information

As we move closer March 7th and the Strike Vote - the CUPE 1479 Strike Committee is looking for any volunteers to email Josie Fitzgerald at josiesmiles4@gmail.com or text/call 613 885 4980.

The Strike Committee Members are:

Josie Fitzgerald - Chair

Amber-Dale Hudson - Co-Chair,
Mobilization Officer

Andrew Eves - Picket Coordinator

Stephanie James - Office Manager

Carrie Moncrief - Treasurer

Jody Uddenburg - Communications
Representative

Brian LaTour - Legal Liaison

Andrea Miller - Office Manager
Alternate



We thank everyone who has been sending emails offering their time and assistance and we hope to hear from more of you!