

# OUR LOCAL 1479 NEWS

Official Publication of CUPE Local 1479

## Job Action

Please see page 3 of the newsletter for an update on job action. As you are aware ETFO is starting Work To Rule on Monday May 11. Various OSSTF boards are still on strike regarding local issues. Things are definitely heating up across the province in education and labour.



## Next General Meeting

Our next general meeting will take place on **June 6, 2015 at 9:30 a.m. at JJ.**



## Information For Negotiations

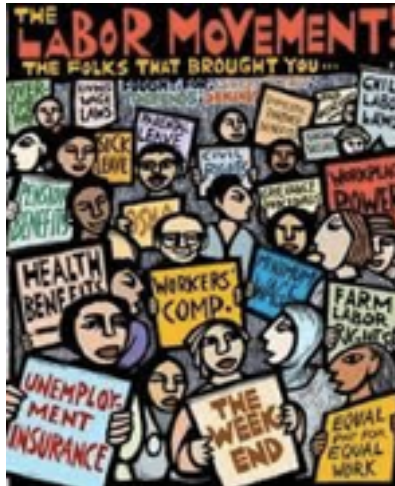
It is vital that all CUPE Local 1479 members send their personal home email to [lizjamescupe1479@gmail.com](mailto:lizjamescupe1479@gmail.com) to be kept informed during negotiations. The Negotiation Committee would like everyone to have accurate and up to date information. This is confidential information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



## 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.

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 613-885-5580 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.



## Labour Question

You may have heard that our first scheduled day of work for the 2015/2016 school year is before Labour Day. Why do Canadians and Americans actually celebrate Labour Day? If you are interested in finding out the answer to this question there is a short

video n youtube. Check it out..

Why do Americans and Canadians celebrate Labor Day?  
- Kenneth C. Davis

TED-Ed

## Strike Action Committee

The CUPE Local 1479 Strike-Job Action Committee is looking for any volunteers to email

Josie Fitzgerald at [josiesmiles4@gmail.com](mailto: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!

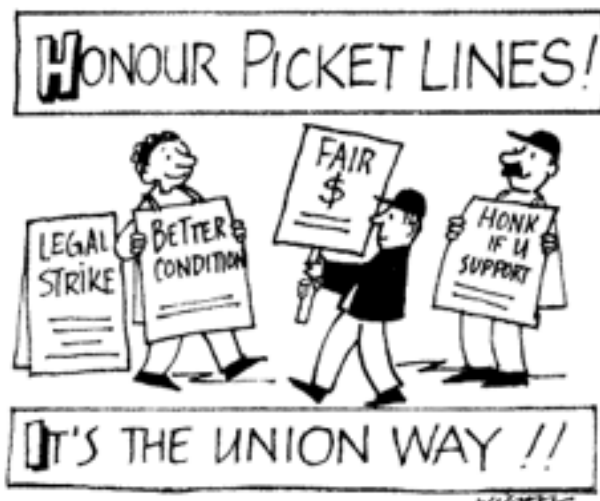
## Job Action

We have dates into late June at the Labour Board. If things didn't resolve themselves there then we would move to the next step. First we would have to sit together at least one day at the bargaining table and apply for conciliation. This does not happen ever night, and can take weeks. Then we need at least one day with the conciliation officer and we ask for the "no board" report. We can't strike or be locked out for 17 days after the "no board" report is written. It can take a couple of weeks to get a no board report from the day of asking for it. Very unlikely we will find ourselves in a strike or lock-out position in the summer months.

However there is a circumstance that would put us in a strike position prior to this. The government could all of a sudden do an about turn and totally agree to our requests for Central/Local. This would change the time line. It is doubtful as they haven't backed down with anyone else and they really do not want to talk about some of our issues at the Central table. This could be the only scenario where we

### Job Action Committee!

As things across the province heat up your help with the Job Action-Strike Committee is welcomed. There are many different capacities to help out. We really want to raise our profile in the community, letting people know the value of our jobs and why we matter to education. There are other ways to help that are directly related to a strike as well. If you are interested in helping out there are many different capacities in which you can do so.



could find ourselves in a strike situation by summer. Jim Morrison is very aware of this situation and would do what we can to avoid it. There are things we can do to speed up things or slow things down if we have to.



## CUPE Representation

If you are in a situation with your supervisor that is or has the potential to become disciplinary, it is in your best interests to stop the meeting immediately or postpone the meeting and ask for CUPE representation. 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.**

## 212 Camden Rd.-Welcome Home CUPE

As of April 1, 2015 we have a small office space located at 212 Camden Road, Napanee, right around the corner from the board office. So far this space has been a huge benefit to our local. We are now able to meet with members prior to board office meeting for confidential, private discussions instead of in public places. In addition to our private small office we have access to a board room for hosting larger meetings. This past week we were able to host the Area 6 meeting for the first time ever. Everyone loved the fact that we are located in the middle of the area, which goes from Trenton to Kingston, Picton to Bancroft and includes ALCDSB, HPEDSB and LDSB. Having this space also allows us to keep all of our confidential documents in one central location, where we know where they are.



**BMS**

No one should be doing restraints with students unless it is a last resort in the behaviour plan. Make sure that your BMS is up to date! There is a BMS refresher happening on the PA Day.

## EAs and Student Log Books

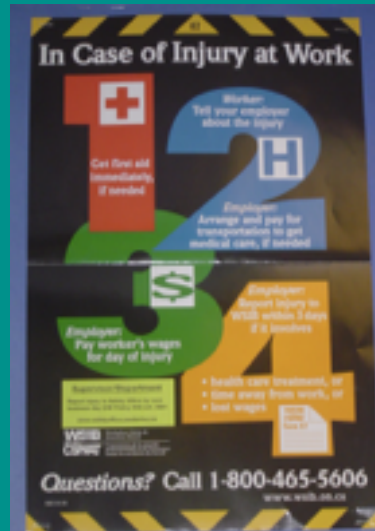
If you have been asked to fill out student log books you **MUST** have the teacher, SERT or administration sign off at the end of each day. It is the legal responsibility of the teacher to do all communication with families/caregivers. In certain situations, when the EA spends more time with the student, the EA may be asked to write the communication log. The only things you should be writing are facts. For example, Johnny ate 3 carrots at 1p.m. or Susie had 2 BM today... You are not to give opinions. Never send the log book home unless the teacher has signed, this relieves you off any legal implications and responsibility.



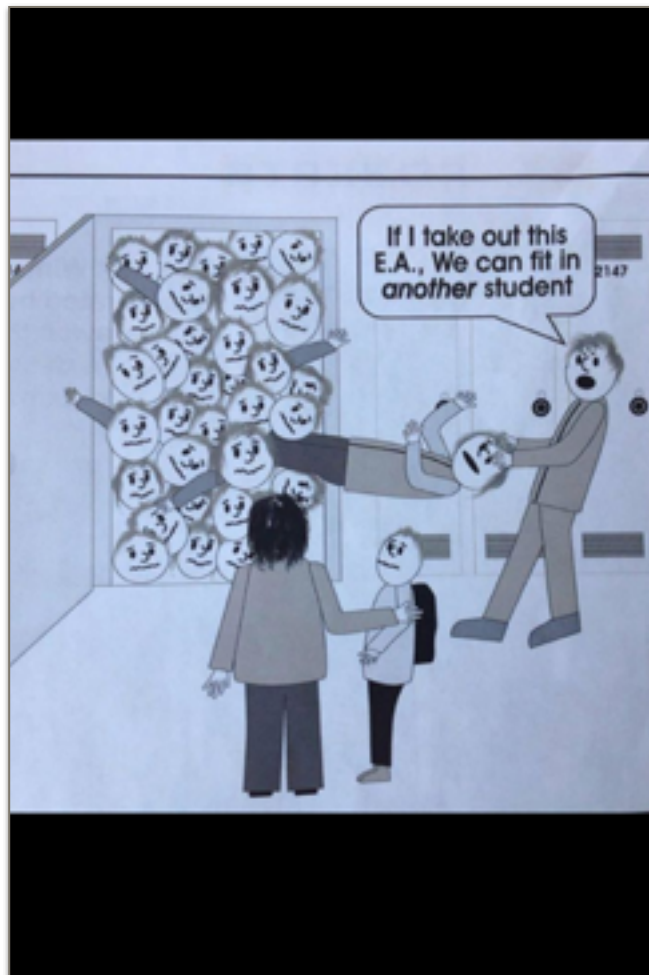
**LABOR UNIONS:**  
 THE FOLKS WHO BROUGHT YOU THE WEEKEND.  
 CHILD LABOR LAWS, OVERTIME,  
 MINIMUM WAGE, INJURY PROTECTION,  
 WORKMENS COMPENSATION INSURANCE,  
 PENSION SECURITY, RIGHT TO ORGANIZE . ETC.

# 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 time 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.



#DineIn4Justice





## CUPE congratulates Alberta NDP on historic win

May 6, 2015

Rachel Notley in Edmonton Premier Rachel Notley and the NDP team have made an historic breakthrough in Alberta.

This victory is a tribute to Premier Notley and her principled, clear message that it was time for change in Alberta.

It is a tribute to the people of Alberta who took back government from the PC's, breaking a 43-year hold on power in the province.

And it is a tribute to thousands of NDP volunteers, including many CUPE activists and staff.

Last October I was privileged to speak at the Alberta NDP leadership convention. One could sense the excitement at electing Rachel Notley as leader.

I can't help but think of Jack Layton's message to Canadians, "Don't let them tell you it can't be done."

Believe in the people and they'll believe in you.

Riccardo Miranda My congratulations to Brother Riccardo Miranda, a CUPE staffer, elected in Calgary-Cross, and to Brother Don Monroe, CUPE 37 activist and Regional Vice-president on our National Executive Board, who ran a great campaign with a close second in Greenway.

CUPE has proudly supported the Alberta NDP in challenging times and now, when history has been made and with this tremendous breakthrough.

Congratulations Rachel and best wishes to you and the team.

Together we're stronger. Next stop, the upcoming federal election.

CUPE National President

Paul Moist

## Talks between OSSTF/FEESO, OPSBA and the Government Come to a Halt

TORONTO, ON - May 04 2015 -The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) is disappointed to report that bargaining with the Government of Ontario and its school board partners, represented by the Ontario Public School Boards' Association (OPSBA) has failed to reach an agreement.

"We have been making a concerted effort to move these talks forward, but the management team refuses to recognize the professional judgement of our members and continues to threaten the learning conditions of Ontario students by tabling proposals that will lead to larger class sizes," said OSSTF/FEESO President Paul Elliott.

At this point, no further bargaining dates have been scheduled. OSSTF/FEESO remains willing and available to go back to the table at any time to engage in meaningful negotiations that will result in a central table agreement.

OSSTF/FEESO, founded in 1919, has 60,000 members across Ontario. They include public high school teachers, occasional teachers, educational assistants, continuing education teachers and instructors, early childhood educators, psychologists, secretaries, speech-language pathologists, social workers, plant support personnel, university support staff, and many others in education.

## ETFO to Take Strike Action to Stop OPSBA, Government Demands that Would Compromise Students' Learning Conditions, Strip Collective Agreements

May 5, 2015

The Elementary Teachers' Federation of Ontario (ETFO) has advised the Ontario Public School Boards' Association (OPSBA) and the Liberal government that its teacher and occasional teacher members will be taking province-wide strike action as of Monday, May 11, 2015.

ETFO members have been forced to take this action in response to demands during central bargaining from OPSBA and the Liberal government that would strip collective agreements, reduce teachers' ability to use their professional judgement when providing instruction, and compromise students' learning conditions.



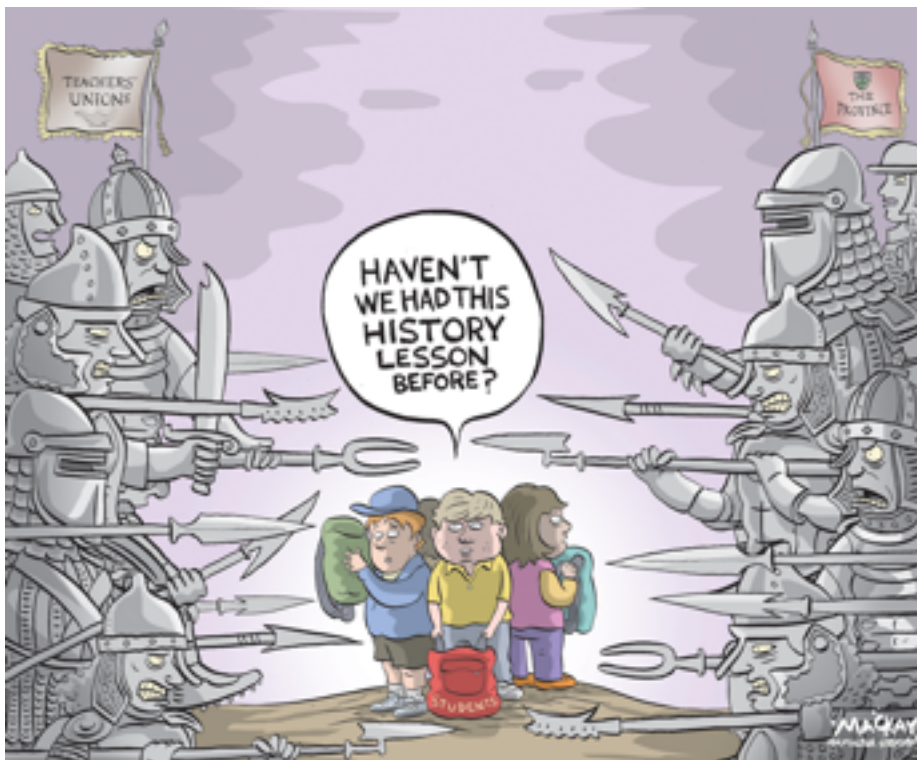
"We are not going to comment on strike action details publicly until we've had an opportunity to communicate with all our members this week," said ETFO President Sam Hammond. "What's important to realize is that the government and OPSBA want to layer on more bureaucracy into the education system, and compromise the ability of teachers to do what's best for our students."

OPSBA and the government have tabled numerous demands, including:

- removing class size language from collective agreements, which would give school boards latitude to increase the number of students in elementary classrooms;
- directing how teachers should spend their preparation time, which would interfere with teachers' ability to plan lessons, prepare specialized plans for students, and engage with parents;
- curtailing teachers' ability to use their professional judgment in determining how to support student learning; and
- rescinding the fair and transparent hiring practices that school boards are now required to follow under Regulation 274.

"OPSBA wants the ability to determine how teachers teach," added Hammond. "The person in the education system who knows your child best - your child's teacher - would no longer be able to develop an instructional plan based on your child's specific abilities and needs.

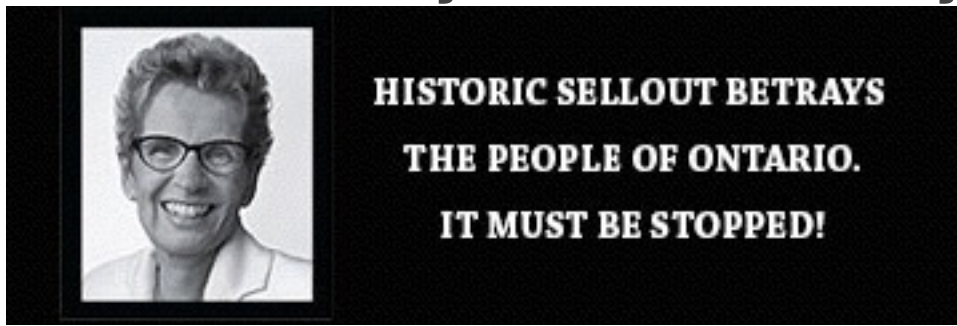
That doesn't make any sense when it comes to what's best for students."



The Elementary Teachers' Federation of Ontario represents 76,000 elementary public school teachers, occasional teachers and education professionals across the province.



## Sign up today for a public hearing in your community



Dear Sisters & Brothers;

**URGENT:** Your help is needed today to stop the privatization of Hydro One. The Liberals want to push it through with only minimal public hearings by the Finance Committee on Bill 91, the new budget legislation that includes the plan to sell Hydro One.

We're asking you, right now, to take a few minutes to email the Clerk of the Finance Committee to say you want to be heard by making a presentation.

**IF** you get to present at a hearing, CUPE Ontario will support you 100% to get ready - and it's honestly not that hard - Fred does it all the time!

The more requests the government gets, the harder it will be to refuse to hold province-wide hearings. And, if province wide hearings happen, we

know there will be hundreds, even thousands showing up to say "*DON'T PRIVATIZE HYDRO ONE.*"

**Here's what you need to do:**

Send an email **from your personal email account** to Mr. Katch Koch, Clerk of the Standing Committee on Finance. His email is [kkoch@ola.org](mailto:kkoch@ola.org).

Say you want to make an in-person presentation about Bill 91 to the Finance Committee at a public hearing in your community.

You must include your full name, home mailing address, and home or cell telephone number. If you'd like to also make this request by phone, the number is 416-325-3526.

It's important the Liberal government hears from Ontario citizens like you before they sell off Ontario Hydro.

Please take a minute to do this right now. The Government will probably be making decisions this week about public hearings and we need to generate pressure to make sure they do not restrict hearings to a couple days at Queen's Park in Toronto.

Remember, your effort WILL make a difference.

Thank you!

*Copyright © 2015 CUPE Ontario Division, All rights reserved.*

You are receiving the e-mail because you have signed up to receive CUPE Ontario e-newsletters

**Our mailing address is:**

CUPE Ontario Division  
80 Commerce Valley Drive East, Markham, ON, Canada  
Suite 1  
Markham, ON L3T0B2  
Canada

## “Vote for the change you believe in” — Moist May 1, 2015

VANCOUVER – At a breakfast forum on May 1, CUPE National President Paul Moist made a strong case for members to get involved in the upcoming federal election and elect a New Democrat government that supports working families. Delegates were reminded of the Harper Conservative’s abysmal record on pensions, health care, child care and workers’ rights.

“After a decade of Conservatives, middle class families are working harder and falling further behind,” said Moist.

Moist cautioned members not to be fooled by Harper’s spin on employment, saying that Canada has lost 500,000 manufacturing jobs – good paying unionized jobs with benefits and a pension plan, jobs that can feed a family.

Harper Conservatives have taken Canada in the wrong direction, he said. They’ve cut funding to 50 important social justice groups, such as the Status of Women of Canada, in order to silence them. Harper is eliminating environmental protections by reducing environmental laws in omnibus budget bills. Canada has lost our reputation for defending human rights and democracy.

The CUPE National president also pointed out how Conservatives have ignored issues important to working families. For example, they’ve blocked the expansion of the Canada Pension Plan and refused a new health accord, hurting health care funding in Canada. Harper’s government has favoured tax breaks for the rich over child care.

Liberal record no better

Moist talked about Bill C-51, the anti-terrorism bill that tramples on civil liberties, noting that Thomas Mulcair is the only leader who took a principled stand and came out against it.

Trudeau was in full support of the bill but flip-flopped when he saw that more than 50 per cent of Canadians have serious concerns about this bill. And Trudeau is weak on CPP as well, noted Moist, saying only that he would consult with the premiers on the issue if elected prime minister.

“That’s not good enough. He has no position on it,” said Moist.

In contrast, said Moist, the NDP platform includes restoring health care funding, establishing a national pharmacare program, raising the minimum federal wage to \$15 an hour, innovative tax credits for small business, and expanding the CPP.

Moist urged delegates to get involved in the upcoming election. He shared the strategy to re-elect all incumbent NDP MPs and focus on defeating Conservatives across Canada. Delegates filled in pledge forms and a draw was held for door prizes. Winners were Warren Williams, Tarsam Basi, Karen Ranalletta, Irene Bishler, Lisa Payne and Betty Dolaga.

## Ontario sweetens pot for power workers; Province touts austerity, but deal for labour peace ahead of privatization includes shares in company, cash payments and raises

The Globe and Mail

Fri May 1 2015

Byline: ADRIAN MORROW

Dateline: TORONTO

Ontario's Liberal government is trying to buy labour peace before the controversial privatization of Hydro One with generous contract settlements offering power workers stock in the company, a raise and a cash payment.

Tentative deals with Ontario Power Generation and Hydro One employees, both represented by the Power Workers' Union, would give employees a 3-per-cent wage increase over three years, plus payments equal to 3 per cent of their annual salaries.

OPG workers would also get Hydro One shares equivalent to 2.75 per cent of their salaries every year for 15 years; Hydro One employees would get shares equivalent to 2.7 per cent of their salaries annually for 12 years. The union agreed to some concessions, with workers paying more toward the cost of their definedbenefit pension plans.

The deals, which run until 2018, have not yet been ratified or made public. But The Globe and Mail obtained internal union memos summarizing their terms.

The contracts expired at the end of March.

The settlements come at a time when the province is supposed to be holding the line on labour costs and looking to impose austerity in contracts with public sector workers, including teachers.

Premier Kathleen Wynne is pushing ahead with a plan to sell 60 per cent of Hydro One to the private sector in hopes of raising \$9-billion. The sale will happen in increments, with the initial public offering of 15 per cent expected this year.

Privatization is contentious, with polls showing a majority of Ontarians support keeping hydro in public hands. Some unions, including the Society of Energy Professionals, have run radio ads that say the sell-off will drive hydro rates up. Both the PCs and NDP have blasted the move in the legislature, and the NDP has launched a petition.

The Power Workers' Union has been fairly quiet. Two weeks ago, when the government announced the privatization, PWU president Don MacKinnon provided a supportive quote for a government press release. He did not respond to a request for comment on Thursday.

Deputy Premier Deb Matthews, who is in charge of labour negotiations, confirmed the province had reached a deal with PWU.

She said the settlement is a "net zero," meaning any increase in pay or benefits is offset by savings elsewhere in the contract.

But Ms. Matthews would not say exactly what those savings are, contending that she cannot discuss the deal until it is ratified. She would also not explain why the government cut OPG workers in on the stock options - OPG is a separate government agency that operates power plants, while Hydro One controls transmission lines and some local distribution.

"I'm not going to comment on the deal. I'm not going to provide more details, other than to say it's net zero, it addresses [pensions] and it brings workers into partnership in the company," she said.

Progressive Conservative MPP Vic Fedeli said the deal was designed to placate union members and ensure they would not oppose the sell-off.

"It's obvious that the government is scrambling now, trying to sweeten this fire sale to make nice with everybody," he said.

NDP Leader Andrea Horwath said giving Hydro One stock to workers would cut the amount available for transit.

"Here we have the first commitment of the government to sell off shares, and it's not going to transit, it's not going to infrastructure. It's going to cut this deal," she said.

A Mainstreet Technologies poll released on Thursday found 60 per cent of respondents disapprove of selling a majority of Hydro One, and 77 per cent believe privatization will increase electricity prices.

"People still have that sense that ownership of something matters, and that it has that value without really having an explanation for it," Mainstreet president Quito Maggi said in an interview.

Mainstreet polled 2,445 Ontarians using interactive voice-response technology on April 28.

The poll is considered accurate to plus or minus 1.98 percentage points, 19 times out of 20.

The Liberals have tacitly acknowledged the antipathy. They refuse to use the word "privatization," opting instead for "broadening ownership" or "unlocking value."

And when Ms. Wynne announced the plan two weeks ago, she played up a more popular announcement made at the same time - allowing some grocery stores to sell beer - and played down Hydro One.

(c) 2015 The Globe and Mail Inc. All Rights Reserved.

**What will this mean for our schools?** The government is already giving school boards financial incentives to close down small community schools that may not be at full capacity. If you hear of any closing schools we should be working with the community to try and keep them open. When school close we lose jobs and we don't want that to happen!

**Ministry of Education**

Deputy Minister

Mowat Block  
Queen's Park  
Toronto ON M7A 1L2

**Ministère de l'Éducation**

Sous-ministre

Édifice Mowat  
Queen's Park  
Toronto ON M7A 1L2



May 1, 2015

Dear Colleagues,

I am writing to inform you that the Premier's Community Hub Framework Advisory Group, led by Special Advisor Karen Pitre, has begun its consultation process. Members of the Advisory Group are reviewing provincial policies and developing a framework for adapting existing public assets to become community hubs.

School boards have many effective and successful partnerships with community groups and will have important information to contribute on the many issues involved in creating community hubs in schools.

This is the first opportunity for the Advisory Group to draw on the valuable advice and insight provided by the expert staff in our school boards and our valued education partners who support student achievement and well-being by providing safe, healthy and fiscally sustainable learning environments for children and youth.

I invite you to send feedback to help guide the Special Advisor and the Advisory Group's work.

- Written submissions can be sent by email to [community.hubs@ontario.ca](mailto:community.hubs@ontario.ca)
- An online consultation form is available at <http://www.ontario.ca/communityhubs> with questions and space for additional feedback.

More information is also available on the new community hubs website:  
<http://www.ontario.ca/communityhubs>

We look forward to working in collaboration with the Advisory Group as the development of the community hubs framework moves forward.

Sincerely,

May 2015 edi

George Zegarac  
Deputy Minister

## CUPE Ontario vows to fight Hydro One sell-off

Mar 11, 2015

Power lines in Ontario TORONTO – Selling off part of Hydro One is a mistake that will cost generations of Ontarians, warns Fred Hahn, president of the Canadian Union of Public Employees (CUPE) Ontario.

“Hydro One generates more than \$6 billion in revenue and belongs to the people of Ontario. Selling off revenue-generating assets means future generations of Ontarians will be footing the bill for yet another government’s short-sightedness,” said Hahn, in response to a government plan for an initial public offering that will sell off 10-15 per cent of Ontario’s publicly owned electricity transmission and distribution company.

A previous failed Conservative scheme to privatize electricity in Ontario ended up costing the province more than \$1 billion. Ontarians continue to pay a premium for electricity because of that and other privatization missteps.

“Thanks to the provincial auditor general, we know just how badly privatization schemes are hurting Ontarians. It’s time for governments to learn from past Liberal and Conservative mistakes. It’s time for a moratorium on privatization and P3s,” said Hahn. “Instead of cutting programs and selling revenue-generating assets, let’s get serious about fixing the province’s revenue problem and start building a better Ontario for future generations.”

CUPE Ontario was involved in a broad coalition that successfully prevented the complete sale of Ontario Hydro by a previous provincial government, and is once again fully committed to defending this important public infrastructure.

“There’s a reason we keep this vital infrastructure public,” said Hahn. “Ontarians saw the hard work and dedication of our hydro heroes after the ice storm last year. Our members worked around the clock, under dangerous conditions to restore power to Ontarians. History tells us that privatization would have left Ontario in the dark.”

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.

For further information:

Craig Saunders  
CUPE Communications  
416-576-7316



## CUPE Ontario leadership dedicates half-million dollars to stop Hydro One privatization

Apr 22, 2015

The executive board of Ontario's largest union has approved a half-million-dollar budget for the first phase of a campaign to stop the province's selloff of Hydro One.

"Across the province, people are waking up to the reality that our transmission and distribution lines are being sold off. The public is losing control over its hydro network and of hydro rates," said Fred Hahn, president of the Canadian Union of Public Employees (CUPE) Ontario. "CUPE Ontario will do everything in our power to stop that reckless cash-grab."

CUPE Ontario will use print and radio ads, and town halls, to mobilize members in coalition with community groups and individuals across the province committed to keeping Hydro One fully public.

"We encourage every Ontario resident to join us in this effort. We encourage more organizations to join the campaign and help build a strong voice to protect this vital public infrastructure. Advertising is an important tool in this fight, but a campaign is not about ads, it's about people and, in politics, the people still hold the power," he said. "That's why step one is making sure people know the truth about why selling Hydro One is a very bad idea."

Last week, CUPE Ontario released a legal opinion from Sack Goldblatt Mitchell stating Premier Kathleen Wynne cannot legally sell Hydro One and divert proceeds into her infrastructure plan. With the Ed Clark report on privatizing assets now made public, CUPE is working with its legal team to carefully evaluate it and plan next steps.

"Make no mistake, CUPE is prepared to take Kathleen Wynne and the Liberals to court to stop their desperate cash-grab. We're not going to let them sell out our children and grandchildren," he said.

Fred Hahn is available for interviews and will be at the Ontario legislature for tomorrow's provincial budget announcement.

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.

For more information, please contact:

Craig Saunders  
CUPE Communications  
416-576-7316