



## **CONTRACT EXTENSION – FUNDING ENHANCEMENT**

**The purpose of the Extension money is to enhance staffing of CUPE bargaining unit positions. Some boards are telling locals that there will be staff reductions in the 2017/18 school year, any reductions should be in accordance to LOU#3 of the central agreement. One Board wanted to use the funds to offset increases to a job class under job evaluation, the money is not meant for increases to a jobs base rate of pay. The following are things you should be asking or looking for when meeting with the employer to discuss enhancement funding.**

1. You should make sure before you begin you know what FTE number for your bargaining unit, and the protected complement numbers for each classification, this should be FTE protected complement as of December 4, 2015.
2. If the enhancement funding covers more than one bargaining unit, it must be determined what portion of the funding goes to what bargaining unit based on proportion of FTEs.
  - Eg. OCT members and custodial staff in a board will share the Other Staffing Amount based on FTEs (5 OCT FTEs and 5 custodial FTEs would equal a 50:50 split of the Other Staffing Amount.

**Extension Language: No later than May 15<sup>th</sup>, 2017**, each board and local shall meet to engage in consultations to discuss the use of funds and allocation to CUPE bargaining units consistent with the terms of this agreement. The board will share the total amount and calculation of the amount applicable to each CUPE bargaining unit based on FTE. Boards and locals **shall discuss the number of CUPE staff generated by this funding, and their classification**. It is agreed that these funds are to be used for **permanent** CUPE staff, consistent with boards needs.

- Staffing processes uses as a result of this additional funding shall be consistent with existing school boards existing staffing processes.

3. The boards are obligated to provide the breakdown of CUPE staff generated by the funding, ask for this information prior to the meeting. Costing can include: salary, benefits, vacation and allowances
4. If the board is claiming there will be a reduction in staffing for the 2017/18 to a classification receiving enhanced funding, you will need to know:
  - How many jobs are being made redundant?
  - What is the reason for the reduction?

- If the reason is decline in funding/enrollment, ask where is the decline? And how is the decline in funding related to the reduction in this classification, (it needs to be proportionate).
5. In the event the board is allowed to reduce staff as per LOU#3 of the central agreement, and the numbers are verified, enhancement funds should be used to save these positions prior to creating additional positions within the bargaining unit.

**Here are some ways the extension money can be spent:**

- **To increase the protected complement of the classification where the funding is being applied.**
- **To protect against redundancies that would take place if the funding had not been negotiated.**
- **To increase hours of bargaining unit members**
- **To create full-time permanent replacement pools.**

**Excerpt from B Memo: 2017: B04**

**April 12, 2017**

**"Local Priorities Funding**

As a result of the education sector labour negotiations, several targeted education investments were discussed, in addition to compensation and benefit enhancements. The ministry has agreed to establish a Local Priorities Fund (LPF) of \$218.9 million in 2017-18 to address a range of priorities including more special education staffing to support children in need, "at -risk" students and adult education.

These funds could support about 875 full-time equivalent (FTE) teachers and about 1,600 to 1,830 FTE education workers. Actual staffing will vary depending on specific agreements, local discussions and compensation specific to each board, as well as job security provisions, staffing reductions related to declining enrolment and other exceptions.

Where a labour agreement provides for staffing, the LPF is to be used by school boards to hire teachers and education workers accordingly. As always, this will be done through the creation of new positions or to mitigate against the reduction of positions, subject to the job security provisions outlined in the applicable central agreement. The availability of the LPF does not negate or nullify a board's established budget plan or need to adjust staffing levels through attrition.

However, it is not generally intended that the LPF will be used to simply fund the replacement of the same positions reduced through attrition following the date of this memorandum. Boards that intend to use the LPF in this manner must be prepared to demonstrate local circumstances supporting such use.

Subject to demonstrated local circumstances, where a local union has a concern about the use of attrition, such concerns may be raised at the central dispute resolution committee, where the Crown is a participant."