

OUR LOCAL 1479 NEWS

Official Publication of the Canadian Union of Public Employees, Local 1479 September 2014

www.cupe1479.ca

MEMBER SPOTLIGHT....

St. Martha Catholic School in Kingston has a published children's author/Educational Assistant among their midst.

Suzanne Desrochers-Dobbie, has recently released her new children's book, Cuddles Meets a Special Friend. It is geared to children from kindergarten to grade four. You can purchase

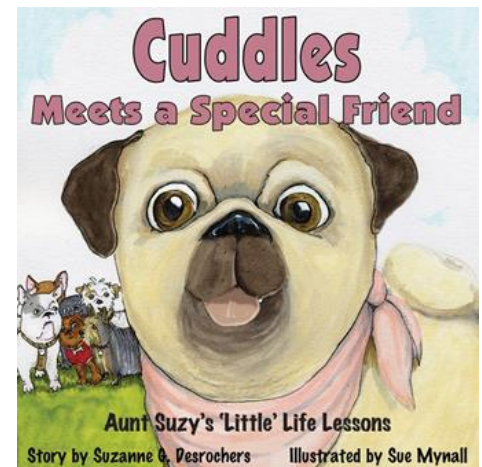
the book for \$11.00 through her Facebook pages, Cuddles the pug or Aunt Suzy's Little Life Lessons.

Please find a synopsis of the book below.

Cuddles the pug believes in following the Golden Rule but one day while playing at the park, she meets Scooter, a dog with special needs. Group leader Brutus persuades all of their friends to exclude Scooter and forbids Cuddles from

playing with him. Cuddles must stand alone and turn her back against the pack. In the end they all see Scooter is special and appreciate him for his many other talents.

www.cuddlesthepug.com



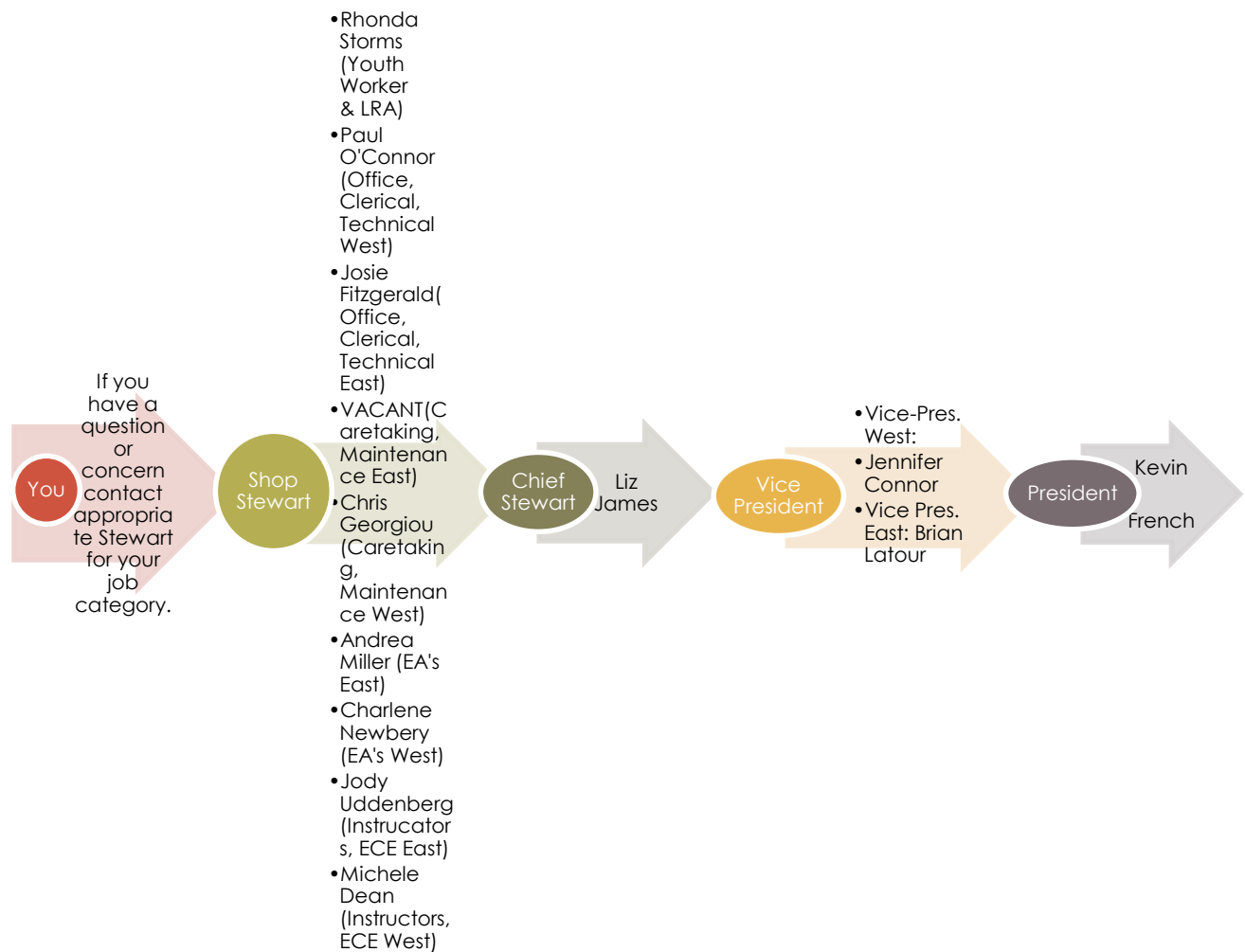
NEXT GENERAL MEETING
NOVEMBER 15 @ 9:30A.M.
JJ O'NEILL

We hope to see as many people at the union meeting as possible.

Do you have a question or concern?
Not sure who you should contact? You
are not alone, your union is here to
support you!

If you need to access your Stewart for support they will get back to you with
appropriate information or have the appropriate person contact you back.

Following this process will ensure a timely and most accurate response.



Non-Teaching Internal Job Postings:



27-14-15-SEC.SS - 1.0 FTE Secondary School Secretary	27-14-15-SEC.SS	Internal	Belleville	10/2/2014 4:00 PM
Pastoral Reference Form for Early Childhood Educators	Pastoral Reference Form for Early Childhood Educators	Internal/External	Board Wide	9/29/2014 4:00 PM
28-14-15-DECE - 1.0 FTE Designated Early Childhood Educator	28-14-15-DECE	Internal/External	Read	9/29/2014 4:00 PM

Education Support Staff...

What's that?

Are you proud to be a school board support staff worker? Would you like the general public to know that we are not teachers? Don't make the same high wages? Are not paid at Christmas, March Break or summer vacation?

With this upcoming round of bargaining it is important that we get the message out to the public about all the important non-teaching roles that we all do on a daily basis. Every day we are making our schools safe, clean and an excellent place to have our children educated. **Our schools work because we do!**



One idea that Josie Fitzgerald came up with at the Mobilization Information Meetings held in August is making your Facebook status about your specific job. For example, my status could be “I’m a Learning Resource Assistant in a K-8 French Immersion school and my role is more important than ever! With the amount of information being provided to students through media and books it is essential that they always have someone

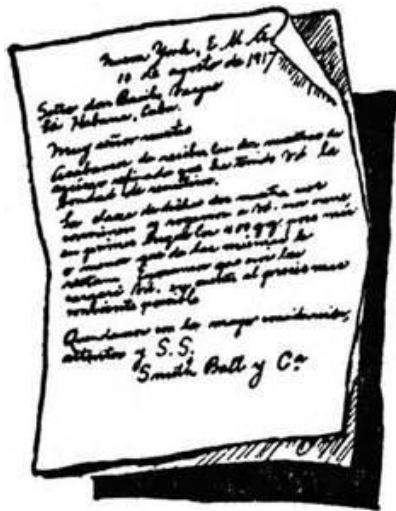
to help them gain access to, evaluate, ethically use, create, share and integrate this information into their daily lives and their educational tasks.”

We can’t wait to see what you all come up with on your own about your own support staff positions! If you have any ideas please email li



We regret to inform you of the passing of Ken VanKoughnett, Head Caretaker at Regiopoliis-Notre Dame Catholic High School, on Monday, September 29th, 2014, husband of Kelly VanKoughnett, Caretaker, Regiopoliis-Notre Dame Catholic High School and brother of Robert

VanKoughnett, Caretaker, St. John XXIII Catholic School. Please keep Ken and his family in your prayer.



Making Government More Transparent

September 25, 2014

Wynne Becomes First Ontario Premier to Make Ministers' Mandate Letters Public

For the first time ever, the mandate letters that will guide Ontario's new government over the next four years are available to the public and posted online.

The letters -- 30 in total -- outline the specific priorities that each member of cabinet and their ministry will focus on, demonstrating the comprehensive, collaborative ways that

Premier Kathleen Wynne's economic plan is building Ontario up for today and tomorrow.

Premier Wynne released the letters today during a cabinet meeting in Sudbury. The unprecedented disclosure of ministers' mandate letters is part of Premier Wynne's Open Government Initiative, and brings Ontario one step closer to its goal of becoming the most open and transparent government in Canada.

All of the letters include an emphasis on meeting the government's program-spending objectives and reinforce the commitment to eliminate the deficit by 2017-18.

The letters also emphasize the government's collaborative approach. To support economic growth, job creation, and make a positive impact on the lives of everyone in Ontario, ministers are being directed to work with each other on overarching priorities, such as poverty reduction, skills training, building modern infrastructure and growing the economy.

Ministers are also directed to achieve these objectives by ensuring their ministries become more open and transparent, because heightening accountability and transparency across government will help ensure tax dollars are always spent wisely.

This is why the Open Government Initiative is an important part of Premier Wynne's economic plan to build Ontario up by investing in people, building modern infrastructure, supporting a dynamic and innovative business climate, and building better retirement security for workers.

QUICK FACTS

- Ontario is adopting best practices that have been working in other jurisdictions to inform its approach to Open Government. Governments in Canada and about 60 other countries are implementing Open Government initiatives to improve transparency, effectiveness and accountability.

- People can visit Ontario.ca/open to see what the government is working on and learn how to get involved.
- The government has released a vast amount of data on the Open Data website which people can use to help dream up new business ideas and solve everyday problems.

QUOTES

"Ontarians want their government to work for them – and with them. Making the mandate letters public makes it easier for people to see what we are working on, and how we can work together to build better lives for everyone across Ontario."

— Kathleen Wynne, Premier of Ontario

2014 Mandate letter: Education

Premier's instructions to the Minister on priorities for the year 2014

September 25, 2014

The Honourable Liz Sandals
Minister of Education
Ministry of Education
22nd Floor, Mowat Block
900 Bay Street
Toronto, Ontario
M7A 1L2



Dear Minister Sandals:

I am honoured to welcome you back to your role as Minister of Education. We have a strong Cabinet in place, and I am confident that together we will build Ontario up, create new opportunities and champion a secure future for people across our province. The people of Ontario have entrusted their government to be a force for good, and we will reward that trust by working every day in the best interests of every person in this province.

As we implement a balanced and comprehensive plan for Ontario, we will lead from the activist centre. We will place emphasis on partnerships with businesses, communities and people to help foster continued economic growth and make a positive impact on the lives of every Ontarian. This collaborative approach will shape all the work we do. It will ensure we engage people on the issues that matter the most to them, and that we implement meaningful solutions to our shared challenges.

Our government's most recent Speech from the Throne outlined a number of key priorities that will guide your work as minister. Growing the economy and helping to create good jobs are fundamental to building more opportunity and security, now and in the future. That critical priority is supported by strategic investments in the talent and skills of our people, from childhood to retirement. It is supported through the building of modern infrastructure, transit and a seamless transportation network. It is supported by a dynamic business climate that thrives on innovation, creativity and partnerships to foster greater prosperity. And it is reflected across all of our government, in every area, and will extensively inform our programs and policies.

As we move forward with our plan to grow the economy and create jobs, we will do so through the lens of fiscal prudence. Our 2014 Budget reinforces our commitment to balancing the budget by 2017-18; it is essential that every area adheres to the program-spending objectives established in it. We will choose to invest wisely in initiatives that strengthen Ontario's competitive advantage, create jobs and provide vital public services to our families. The President of the Treasury Board, collaborating with the Minister of Finance, will work closely with you and your fellow Cabinet members to ensure that our government meets its fiscal targets. The President of the Treasury Board will also lead the government's efforts on accountability, openness and modernization as we implement new accountability measures across government.

As Minister of Education, your top priority will be implementing *Achieving Excellence: A Renewed Vision for Education in Ontario*. This plan will take public education in Ontario from great to excellent by continually improving learning, so that young people have the talent and skills they need — and are prepared to lead in the global economy.

Ontario's publicly funded education system is acknowledged as one of the best in the world. I ask that you build on this solid foundation and continue to progress toward a responsive, high-quality and accessible system that is integrated from early learning and child care through to adult education.

By 2025, Ontario will have an education system that seamlessly integrates services from early years to adulthood. Ontario will be a world leader in higher-order skills — such as critical thinking and problem solving — which will allow Ontario to thrive in the increasingly competitive global marketplace.

Your ministry's specific priorities include:

Moving Forward on Child Care and the Early Years

- Building on the successful implementation of full-day kindergarten, which will be fully implemented this year. As outlined below, you will continue to work with school boards, municipalities, First Nations, child care operators and parents to modernize, stabilize and strengthen the child care system and improve oversight.
- Overseeing the implementation of legislative and regulatory changes through the Child Care Modernization Act, 2014, if passed.
- Creating Best Start Child and Family Centres by integrating and transforming existing family support programs.
- Ensuring that children have the opportunity to benefit from the continued integration of child care, early years and the education system.
- Working with the Minister of Tourism, Culture and Sport to develop options to support the implementation of high-quality before- and after- school programming for 6 to 12 year-olds through school boards or a third party.

Implementing the Renewed Vision for Education

- Working with our education sector partners to, as detailed below, achieve the four renewed goals for education in Ontario outlined in *Achieving Excellence: A Renewed Vision for Education in Ontario*. This will require taking evidence-based actions informed by broad collaboration. Your plan will result in a high-performing education system with engaged educators, supportive staff, and administrative and other professionals who are committed to continuous learning.

Achieving Excellence

- Working to ensure that students graduating from high school are ready to meet the opportunities and challenges of tomorrow's economy and society. Children and students of all ages will achieve high levels of academic performance, acquire valuable skills and demonstrate good citizenship.
- Supporting educators in learning so they will be recognized as among the best in the world. You will lead efforts to modernize and expand teacher education into a two-year program, starting in September 2015. The modernized program will include mandatory content that will better prepare teachers for the classrooms of today and tomorrow. That content would include topics such as: using technology in the classroom, literacy and numeracy, mental health and addictions, safe schools, First Nation, Métis and Inuit education and special education.
- Continuing to measure progress toward an 85 per cent five-year high school graduation rate and a 75 per cent success rate on elementary Education Quality and Accountability Office assessments — with a particular focus on mathematics. These results will continue to be reported publicly to ensure transparency and accountability within the education system.
- Supporting progress toward the above goals by investing \$150 million over three years in technology and learning tools such as new digital tablets, netbooks, cameras, software and professional development for teachers. You will also look at new and innovative ways to increase support that improves student performance in math, science and technology, such as new supports and resources for the classroom. These will include new learning opportunities in mathematics for educators, and supporting access to TVO's Homework Help, which provides students with free, real-time math tutoring by certified Ontario teachers.

Ensuring Equity

- Inspiring all children and students to reach their full potential, with access to rich learning experiences that begin at birth and continue into adulthood.
- Continuing to focus on closing achievement gaps for those groups that are at higher risk of not succeeding in school — including Aboriginal students, children and youth in care, students with special education needs and students new to Canada.
- Ensuring equity by supporting students through transition periods that we know pose challenges: when students enter kindergarten; when they make the transition to Grade 1; when they move from elementary to secondary school; when they move from secondary school to postsecondary education or the world of work; and when they move between schools or communities.
- Supporting students through transitions unique to each student's circumstances. For example, a youth in care may be transitioning between parents or guardians, and may be changing schools at the same time. Some Aboriginal students may be transitioning from on-reserve schools to the provincial school system. You will recognize these challenging transitions and work collaboratively — both within the education system and with broader public sector partners — to ensure that all students, regardless of circumstances, can be successful and supported.
- Working with the ministers of Training, Colleges and Universities, and of Citizenship, Immigration and International Trade to ensure the adult education system better supports adult learners in their efforts to finish high school, and successfully transition to postsecondary education, training or the work place.

Promoting Well-Being

- Ensuring that all children and students develop enhanced mental and physical health and a positive sense of self and belonging. Building on your work to promote equitable, inclusive and accepting school climates.
- Working with partner ministries to support a long-term goal for children and youth to have access to 60 minutes of activity connected to their school day, and for students to learn from an up-to-date health and physical education curriculum.

Enhancing Public Confidence

- Ensuring that Ontarians continue to have confidence in a publicly funded education system that helps develop new generations of confident, capable and caring citizens.
- Working with school boards to better prepare students for the workforce by providing Grade 7 to 12 students with access to their own online career planning tool and adjusting the current Grade 10 Careers curriculum. The new tool will help students explore potential careers in a more hands-on way — and support all teachers, including guidance counsellors, to better prepare students for future careers.
- Working with schools, school boards, guidance counsellors, and business and labour in communities to increase experiential learning opportunities and to identify people who can mentor students throughout school toward apprenticeship and successful careers.
- Complementing the above initiatives by introducing a new Experience Ontario program to support paid community work and service. This program will be led by the Minister of Training, Colleges and Universities, who will also improve the availability of labour market information to help government, institutions, students, families and employers make important decisions about education, training and hiring. Your goal is to build on the success of existing programs to help students leave secondary school with a clear path for their initial postsecondary destination — be it apprenticeship training, college, Experience Ontario, university or the workplace.

Respecting Collective Bargaining

- Continuing to respect the collective bargaining process, as demonstrated by our introduction and passage of the School Boards Collective Bargaining Act. Collective bargaining enhances the ability of responsible employers and bargaining agents to increase productivity, deliver services and ensure fiscal sustainability. Any modest wage increases that may be negotiated must be absorbed by employers within Ontario's existing fiscal plan.

Investing in School Infrastructure

- Providing over the next ten years more than \$11 billion in capital grants to school boards to continue building better places to learn and to support school consolidations, including joint use projects.

Developing a Community Hubs Policy

- Using some empty school space across the province for community resources — or community hubs — that could be supported by creative partnerships. You will work with the Minister of Health and Long-Term Care, the Minister of Municipal Affairs and Housing and others to consult with stakeholders and develop a policy that supports the development of community hubs. This policy should consider the amount, location, value and nature of excess space in the education system that could be used for novel purposes. You will also work with the Minister of Municipal Affairs and Housing to consider how to improve interactions between school boards and municipalities to ensure effective land-use planning.

We have an ambitious agenda for the next four years. I know that, by working together in partnership, we can be successful. The above list of priority initiatives is not meant to be exhaustive, as there are many other responsibilities that you and your ministry will need to carry out. To that end, this mandate letter is to be used by your ministry to develop more detailed plans for implementation of the initiatives above, in addition to other initiatives not highlighted in this letter.

I ask that you continue to build on the strong relationships we have with the Ontario Public Service, the broader public sector, and the private, non-profit and voluntary sectors. We want to be the most open and transparent government in the country. We want to be a government that works for the people of this province — and with them. It is of the utmost importance that we lead responsibly, manage spending wisely and are accountable for every action we take.

I look forward to working together with you in building opportunity today, and securing the future for all Ontarians.

Sincerely,



Kathleen Wynne
Premier

Bargaining Update:

The first meeting between CUPE and the government is scheduled for October 8. This meeting is most likely going to be a ground setting meeting. The following week there is another meeting scheduled and they will most likely be discussing which items are going to be at the central and local bargaining tables.

I will keep you as updated as possible during the process so everyone is aware of what step we are at.

CUPE donates to Ebola victim aid fund

CUPE stands in solidarity with the people of West Africa and the front line health care workers who have been providing care for those affected by the Ebola virus, at great risk to their own health. On behalf CUPE members, CUPE is making donations of \$10,000 to the Public Services International Aid Fund and \$10,000 to Médecins Sans Frontières.

On August 8 the World Health Organization declared the current Ebola epidemic a “public health emergency of international concern.” The virus has already infected

thousands of people, roughly half of whom have died, and continues to spread in Guinea, Liberia, Nigeria, Senegal, and Sierra Leone.

Front line health care workers face multiple challenges in this epidemic, including understaffing, lack of or shortages of protective equipment, heat-stroke from long hours in protective equipment, and 16-hour work days. Since the beginning of this crisis hundreds have contracted the Ebola virus, with virtually half succumbing to the illness.

World leaders' responses to this epidemic have been inadequate. When coupled with non-existent or patchwork public health capacities in West Africa we are facing an emergency that should concern people in every country. It is time for the UN to convene a special debate on the global response to Ebola and to address the necessity for mitigation measures. CUPE believes that Canada should take a leadership role and call for UN action now. CUPE also supports the call for the urgent deployment of bio-disaster response teams, from states with this capacity.

"We have called on the Prime Minister to increase Canada's financial contributions so that front line workers have access to the equipment they need, to facilitate the service of additional medical personnel and to start the logistical planning necessary for the deployment of DART and our field hospitals, especially those that have teams of personnel trained to staff and operate isolation units," said CUPE National President, Paul Moist.

CUPE members understand the sacrifices being made by thousands of frontline health care workers.

We are keeping those workers in our thoughts.

CUPE's National Executive Board adopted a statement on September 24, 2014 supporting frontline health care workers caring for victims of this epidemic.

CUPE locals and members are encouraged to make their own donations





**What in the world?
Education issues that
hopefully don't come
to Ontario.**

**Academy chain accused of
'privatisation by stealth' over
plan to outsource jobs**

Academy Enterprise Trust wants for-profit body to take over non-teaching posts such as librarians and secretaries

Daniel Boffey

The Observer, Saturday 20 September 2014 12.28 BST

The largest academy chain in the country is seeking to outsource all non-teaching posts in its 77 schools, from librarians to caretakers, to a for-profit organization within the next month.

In a step that critics fear is a major step to putting profit-making at the heart of the state school system, the Academy Enterprise Trust has selected PricewaterhouseCoopers (PwC), one of the world's largest auditors, with a specialism in tax accountancy, as a partner in the plan.

The controversial proposal, which AET admits is entirely new to academy trusts, is being reviewed by the government. AET wants to set up a limited liability partnership with PwC, which would be paid up to £400m of taxpayers' money over 10 years for its role.

The new organisation, created by the partnership with AET, would take over responsibility for providing school business managers, IT staff, secretarial staff, and

financial expertise, along with speech and language therapy provision, education psychology, education welfare, curriculum development and professional development. PwC does not have a background in such services, so it is expected that it would subcontract to other private firms and mainly manage the budgets.

The move has caused outrage among staff. The public sector union Unison, which believes that more than 500 of its members would be affected, fears that each private firm involved in the provision of services would be taking a slice of the public money paid to schools.

A letter sent to staff a week ago by Ian Comfort, chief executive of AET, said that it expected the government's Education Funding Agency to report back on the proposal over the next month.

Comfort added that PwC "has agreed to work with us at no cost to assist us in reviewing our services to ensure that they are efficient and effective".

Oliver Coppard, a vice-chair of governors at an AET academy, Firth Park in Sheffield, is planning to stand against Deputy Prime Minister Nick Clegg in the 2015 general election in protest at the move. Coppard, a Labour candidate, said: "We had a meeting of the staff who are going to be affected in the school and, of course, they are really concerned. I believe this is a step towards the privatizing of our schools by stealth"

Unison's head of education, Jon Richards, said he believed that there were concerns even within the Department for Education at the move, despite the new education secretary Nicky Morgan's recent suggestion that she was open to free schools operating for a profit in the future.

He said: "This move to effectively remove the control of most of the school from head teachers and, we believe, to potentially put profits before pupils is a dangerous decision, and we are urging AET to stop this privatization process."

AET, which has been criticized for its poor performance in managing schools, was

discovered last year to have paid nearly £500,000 over three years into the private business interests of its trustees and executives. The payments were for services ranging from project management to HR consultancy, according to the academy chain's company accounts.

A spokesman for AET said that they had a duty to demonstrate value for money in the use of public funds. He said: "As an exempt charity, accountable to both the secretary of state and the Charity Commission, we have a commitment to maintaining the quality of school services, and we reinvest all surpluses into the running of our schools.

"In December 2013, the AET board therefore agreed to issue a tender to seek expressions of interest from organizations who may be able to work with us to provide more efficient, effective and economic services. Our aim is to seek a partner that will bring additional expertise, experience and capital to strengthen our operations.

"We received a number of responses and following a lengthy tendering process, PwC was identified as the partner that had made the strongest bid.

"The proposed changes would not impact on the ability of head teachers to run their schools. All staff working at AET academies would continue to work under the direction of the head teacher."

A spokesman for the Department for Education said: "It is for the board of AET's trust to decide how they provide effective services for their schools, providing it is in line with their funding agreement.

"It is right that any proposal of this scale is then subjected to further scrutiny to ensure it provides the best value for the taxpayer and it can only be implemented after approval by the secretary of state."

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Social Events?

Would you be excited to attend a free social event with other CUPE members or CUPE members and families? What about a family skating party, pre or post Christmas party? Spring BBQ? Bowling? Sport league? Movie day? Boat Cruise? Any other ideas? Let's build solidarity through social events!

Please email lizjamescupe1479@gmail.com if you have any ideas or you would like to help plan something.



First Sectorial Conference Summary Oct. 6-9, 2014

What an amazing opportunity we had attending this informative and engaging conference. Kevin French, President; Jennifer Conner, VP East and Liz James, Chief Steward travelled to Toronto October 6-9, 2014 to meet with over 1200 delegates from across the country, from different sectors within CUPE. The main theme that kept coming up was the issue of solidarity. We NEED to come together as a strong unit in order to stand tall against the government in our upcoming negotiations. We encourage all members to come out to the November 15th union meeting. An informed and active local is a strong local!

CUPE's Fairness project builds local strength



At CUPE, we never back away from a fight. That was the message of strength that National Secretary-Treasurer Charles Fleury delivered to the 1,200 delegates present at the National Sector Council Conference. “We are seeing more and more strikes, and attacks at the bargaining tables,” said Fleury. “CUPE has the resources to stand behind each and every local across the country

who is locked out, on strike, or facing essential services fights.”

Fleury reminded us that our members are our biggest strength when it comes to facing these challenges. The **Fairness project** was launched last year to connect directly with all 628,000 members to hear their thoughts on the value of belonging to a union.

“Many of us talk about less membership involvement and others say we have lost the direct connection with our members,” said Fleury. “Through the Fairness project, our challenge is to increase the number of engaged members.”

By helping us reconnecting with our members, the Fairness project will also make a difference at our bargaining tables and beyond. “I know that when we do this we will see more changes in our workplaces, in our union, and on the political front,” said Fleury.”

Conference participants also heard about the Fairness project from Kathy Johnson, Assistant Director of Regional and Organizing Services, who said: “If you asked your members to wear this button to work tomorrow, or to wear a red shirt, or to come to a demo, or to give you a 100 per cent strike vote, would they be there for you?” She encouraged members to think about using the Fairness project to stay connected.

Raising the floor



Employers are sneaking around hard-won contract gains – replacing full-time jobs with part-time and casual staff at reduced wages, rolling back benefits and sick leave, and trying to bargain two-tier collective agreements. These tactics hurt everyone, but affect equity-seeking groups most of all. We'll discuss the importance of solidarity and strategies for pushing back at the bargaining table, protecting workers' rights and moving towards equality.

LEARNING FROM OUR ALLIES

Lee Saunders, AFSCME President, shared stories of threats his members have faced and how they resisted. His peach was inspirational and had CUPE members from across the country on their feet. With the state of the global economy we need to stick together with our brother locals from the south.



It would be an understatement to say that CUPE members at the National Sector Council conference were fired up by the inspiring speech by Brother Lee Saunders, president of [**AFSCME, the American Federation of State, County and Municipal Employees**](#).

As the largest affiliate in AFL-CIO, with 1.6 million members, Saunders said that AFSCME considers itself to be “the baddest and the boldest” union in the United States – and extended the compliment to CUPE in the Canadian context. He brought a message of solidarity and activism as we work on strategies to move our unions and our countries forward.

Saunders acknowledged CUPE's help in successfully fighting a 40 per cent cut to pension income for AFSCME retirees in Detroit. And he thanked CUPE for what National President Paul Moist called a “random act of solidarity,” when he and other CUPE activists crossed the Ambassador Bridge from Windsor into Detroit to protest the water shutoffs.

Noting CUPE's solidarity in Wisconsin, Saunders said, “It's personal for us, because Wisconsin is where AFSCME was born.” He talked about AFSCME organizing around

November elections and got thunderous applause when he promised to get rid of Governor Scott Walker.

AFSCME will have 40,000 volunteers getting the vote out in November. “We will do anything and everything we can to defeat every single politician who is out to steal our rights and our dignity,” he said.

Saunders was clear that while political action is important, it is not enough to push back on the anti-worker, anti-union forces who try to pit working people against each other. AFSCME has also gotten back to the basics of organizing, by training 800 volunteer member organizers who have had enormous success in bringing in new members.

On the need to have a plan and take the long view to building strength and solidarity Saunders said “we aren’t the labour moment, we’re the labour movement.”

Saunders closed, putting on a CUPE T-shirt and leading participants in a rousing chant “We will win!”

CUPE President tells conference delegates: We win when we work together



National President Paul Moist opened CUPE’s first ever National Sector Council Conference by focusing on the union’s strength, declaring: “We win when we work together.” Moist saluted the more than 1,200 participants from over 400 locals who came to Toronto, eager to learn from each other, brainstorm strategies to protect members, and make a

stronger movement.

The key issues for these discussions will be collective bargaining, pensions, fair minimum pay, and pushing back against the cuts coming from governments’ austerity budgets. Participants will focus their discussion on how to make gains for workers in a tough bargaining environment.

Stressing the importance of looking beyond this conference, Moist emphasized the need to get active politically, as well as at the bargaining table. Calling our current political reality a “tipping point,” he urged participants to take inspiration from previous generations who built the union from nothing by sticking together, and to pay it forward by defending quality public services and good jobs for future generations. “We owe it to our future members, Canada’s children and grandchildren to fight to defend quality public services and protect and establish quality jobs,” said Moist. I believe profoundly in our union and the power of collective action.”

Sharply critical of Prime Minister Harper, whose nine years of dogmatic government he said have changed the fabric of the country, Moist reminded participants that by

working together and with other progressives, they can achieve their vision of a fair and equitable Canada.

Mobilization and the Upcoming Bargaining Process

By Josie Fitzgerald, Mobilization Committee Captain

I attended the Mobilization Training program this past August in Cornwall, Ontario on behalf of the members of our CUPE Local 1479. The training was not just a learning process specifically targeting the role of the Mobilization Lead and Committee during this very critical period of time, but also an opportunity to network with CUPE members from all over Ontario and develop a broad sense of the mood and atmosphere as we approach provincial and local bargaining which will take place in November of this year.



Further to this comprehensive training session, I have attended two meetings with our Area 6 representative, Laura Walton, and members representing HPEDSB & LDSB. Going in to bargaining, the provincial government and community as a whole need to clearly see that CUPE members in Ontario are unified in their support of the issues to be negotiated. The aim is to increase public awareness of the role of the support worker in education and definitively contrast the valued and important differences between our members and teachers. There was much discussion and dialogue about how to achieve this with maximum effectiveness at national, provincial, and local levels. The growth of awareness, displays of unity and solidarity, and complete support of our identified issues at negotiations are all models of mobilization at its most basic. Several members of our Local will be attending a meeting in Toronto, and following this concrete directives for some of these more “grassroots” actions will be delivered via personal email and at the next general meeting.

Presidents, Chief Stewards, and Mobilizers have all been directed by the OSBCC to provide their members with as much information as can be provided without violating the confidentiality terms of contract negotiations. An identified concern of education support workers in Ontario based on feedback from the aftermath of Bill 115 was that many people felt “in the dark” – they weren’t being provided with appropriate and timely information, updates were inconsistent or non-existent, and overall the majority of people expressed the desire that this time around ongoing information will be an essential aspect of the bargaining process. The OSBCC has stated that during provincial bargaining, allowable and appropriate information will concern dates, the issues at the bargaining table, and generalized statements about the tone of each issue being negotiated. The belief in allowing this dialogue is that it will increase and maintain strength and motivation, while prevent lags in interest amongst CUPE members; subsequently, our actions of solidarity and unity as well as our public vocalization will heighten the provincial government’s awareness of our desire to negotiate without concessions.

Another issue which was discussed at great length at the training in Cornwall and the following local meetings is the fortuity of the timing of the municipal and trustee elections, and how to use the elections in our favor. Trustees are key to the governance of school board budgets and are influential at all levels of the education sector – from government to school board to community. It is the trustees who determine budget allocations on behalf of the board and it is these same people who are both willing and able to advocate for an increase in funding from the government. This has obvious and immediate implications on job retention, wage increases, and benefits. In spite of this integral and prominent role, trustee elections have an incredibly low voter turn-out; therefore, if we work to assess which trustees running in this election are inclined to understand and acknowledge the importance of school support workers – the results across Ontario could have a positive impact on the bargaining process and our ongoing employment. We will endeavor to provide information about the trustee candidates with the hope and intent that as we identify which seem to be our best allies, our members will vote on October 27th – with the immediate and long term outcomes working with and for us.

In summary, the need to raise our public profile and increase awareness that the work we do is valuable and very much an “essential service”, the need to keep our members educated, interested and motivated during bargaining, and the ability to capitalize on the municipal elections are key focal points as we move closer to negotiations.

World Day for Decent Work: October 7, 2014

Since 2008 the International Trade Union Confederation, of which CUPE is an active member, has been organizing the [World Day for Decent Work](#) (WDDW) on October 7. It is a day for mobilization for all trade unions across the globe, from Fiji in the east to Hawaii in the west. Every year there are hundreds of activities in a hundred countries, carried out by millions of people.

This year, Decent Work activities took place in many cities across Canada. The Canadian Labour Congress' International Department has produced [a summary of Canadian activities](#) on October 7. The CLC's activities and its [“together FAIRNESS WORKS”](#) initiative are reported along with those of its affiliates.



Custodial Worker Day Oct. 2, 2014

Custodial Worker Day is an annual celebration where people get together to pay tribute to and give their thanks to those men and women who work tirelessly to clean and maintain the many buildings that are used for all kinds of reasons on a daily basis.

Schools are amongst those who are most reliant on custodial workers.

We want all of the amazing Custodians at ALCDSB to know that your hard work and dedication does not go unnoticed!



Join in recognizing Educational Assistant Day, Wednesday, October 15, 2014



Each year on the third Wednesday of October, Hastings and Prince Edward District School Board recognizes Educational Assistant Day. This year it falls on Wednesday, October 16, 2013.

Educational assistants perform an important role in our schools and are a vital part of supporting students to reach high levels of achievement. They are dedicated professionals who work in diverse roles and settings.

Each day, educational assistants interact with students who have a wide range of abilities. EAs assist each student to reach his or her full potential. Educational assistants demonstrate caring, compassion and patience, and draw on a wide range of skills and experience to fulfill their roles.

Canadian Library Support Staff Day Proclamation!!

Library support staff provide a multitude of essential services in their organizations. Their contribution to Canadian libraries deserves national recognition.

CLA will designate Friday, October 17, 2012 as Canadian Library Support Staff Day. The purpose of the day is to celebrate and show our appreciation for the work of library technicians, library assistants, library clerks, pages, shelves, and all other support staff members who perform daily miracles in our public, private, school, government, academic, and corporate libraries. This day is recognized during Canadian Library Month, an annual celebration of libraries, library workers, and the services they provide to their communities.

