

OUR LOCAL 1479 NEWS

Job Evaluation Update:

Year two of the JE process is now complete.

You should get a letter explaining the results and what to do if you group would like to appeal.

If there are remaining questions, please contact a member of your JE Committee.

The members of your JE committee from are:

Paul O'Connor,
Sharon Wilson,
Andrew Eves and
Jennifer Connor

Protected Position Information:

The board has the right, in the Collective Agreement, to protect up to 12 positions. These protected positions have nothing to do with seniority, and are up to the discretion of Student Services. The decision to protect a position is based on special skills and abilities required to work with specific students.



This 2018-2019 school year is flying by so quickly! Thank goodness March Break is just around the corner.

Remember to take this time for personal care and do something special for yourself-whatever that may be!

General Membership Meeting

Executive Meeting 9:00

General Membership Meeting 9:30

JJ O'Neill

General Meeting

Saturday, March 2nd, 2019 @ 9:30 a.m.

J. J. O'Neill Catholic School, 240 Marilyn Avenue, Napanee

A G E N D A

1. Roll Call
2. Minutes of Previous Meeting
3. Incoming Correspondence
4. Financial Report
5. Executive Committee Report
6. Election of 1 Steward Caretaking/Maintenance/Bus Drivers (East)
7. Election of 1 Steward for ECEs
8. Election of 1 Steward for EAs (East)
9. Election of 2 Negotiating Committee Members: (one Secretarial/Clerical, one Unit 2 Member at Large)
10. Items from the Floor
11. Date of Next Meeting
12. Adjournment

Executive/Steward Meeting @ 9:00 a.m.

Child Care Will Be Provided If Requested in Advance
Please contact Jody Uddenberg @ 613-962-3653 or by e-mail

WSIB & Violent Incidents

Please make sure that your school is using the new form for reporting violent incidents. If you are injured at work during a violent incident you also need to be sure you fill out the WSIB short or long form from the ALCDSB as well as the Form 6 from WSIB. Please ask for help if you need it or any questions. Contact Liz James.

Days off without pay

Please request any days off with out pay BEFORE you book any vacations. The board is denying most days off even with out pay unless they are for extenuating circumstances. For example if you are in a destination wedding and ask for a week off chances you will be denied are high. They may allow you one day each for travel to and from destination and day of event, but not the whole week.

Important Changes to 5 Additional Contract Days

It has come to our attention that when people are requesting a full day off for appointments for children/ill family that the board is asking a lot more questions. They now want to know where the location of the appointment is, time of appointment and duration. You will be also asked if you needed to take a full day, instead of a half day. We received confirmation from CUPE that yes indeed they have the right to ask these questions when making a decision on approval for days off. This situation really sucks to be frank, but there is nothing that we can do to stop them unfortunately.

CUPE Representation

We advise all members to exercise their right to union representation for any meetings with administration or Human Resources for any reason that could possibly be disciplinary. 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 a CUPE representative. They can support you, however they do not have to the proper training to act as an official representative. A CUPE representative is your Steward, Chief Steward, VP or President.

If you have a Return to Work (RTW) meeting or Accommodation meeting scheduled and would like a union representative there with you or have a questions about these processes please call Liz James 613-885-5580. Liz is now doing all the RTW (WSIB, OTIP {LTD} and sick leave) and Accommodation meetings for CUPE. If you need help with a WSIB claim or appeal please reach out!

Attendance Support Program: If you are called in for a meeting with your principal you need to make sure that you have qualified contact a CUPE Representative. You can reach out to Liz James or Kevin French if we can't attend we will find you someone. Although the board is saying that program is to support workers, we always worry that you may disclose too much information or your principal may ask inappropriate question.

Nothing to do in your spare time this March Break? Are you interested in upgrading or refreshing your skills? Check out lynda.com, free to all ALCDSB employees! The link is on the ALCDSB portal.



lynda.com

JOB EVALUATION SCHEDULE

YEAR 1 – 2016 - 2017 **Results emailed**

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Secretary - Learning Technology Services 2. Learning Technology Technician 3. Learning Technology Specialist 4. Learning Technology Analyst
Education 5. Web/Software Support Specialist 6. School Support Analyst | <ol style="list-style-type: none"> 7. Application Specialist – Assistive Devices 8. Itinerant Educational Assistant 9. Educational Assistant – Speech 10. Educational Assistant – Special 11. Library Resource Assistant 12. Youth Worker |
|--|---|

YEAR 2 – 2017-2018. **Complete-results to be emailed**

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Secretary – Elementary 2. Secretary – Secondary 3. Secretary – Plant 4. Secretary – Learning Services 5. Clerk/Receptionist – Board Office | <ol style="list-style-type: none"> 6. Clerk/Receptionist – Loyola 7. Head Secretary - Secondary 8. Payroll & Benefits Clerk 9. Finance Clerk 10. Budget & Accounting Officer |
|---|---|

Year 3 – 2018-2019

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|--|--|
| <ol style="list-style-type: none"> 1. Caretaker I 2. Caretaker II 3. Caretaker III 4. Caretaker IV 5. Maintenance Person 6. Maintenance Person Certified – Carpenter | <ol style="list-style-type: none"> 7. Maintenance Person Certified – Painter 8. Mechanical Systems Technician 9. Certified Trades – Electrical 10. Energy Systems Technologist 11. DECE 12. Instructor |
|--|--|

Protected Compliment Language:

We currently have language in our collective agreement stating that the board can not reduce the number of full time equivalent employees in the board, other than through attrition. This language expired August 30, 2019. This is extremely worrisome. The Ministry of Education has sent information to school boards reminding them of this so they can let people go just because. We also know that the money that was given to create new jobs through the extension agreement is not being renewed. As of now, it would be up to our board to see whether they can afford for those new positions to continue or not. I would imagine that it will be known by June so people can take part in the placement process.

Bargaining and Mobilization Training

Our Local has participated in both training workshops. Next will strike preparation. We will be looking for picket captains- probably in May of June. There will be training provided for those who would like to participate.

Special Meeting - Bargaining To Be Determined

Our local proposals have been sent to CUPE for vetting. Once we get those back we will be holding a special membership meeting to let everyone what will be on the local and central bargaining tables. It is extremely important that everyone attend so we are all on the same page when we enter into central and local bargaining.



OSBCU Convention

The Bargaining Committee and Head Mobilizer attended the convention from January 28-February 2 in Niagara Falls. It was extremely informative and a lot of business was done. One thing that was obvious is that locals across this province want one campaign with one common message from everyone,

Here is some feed back from those who attended:

Jody Uddenberg, Recording Secretary:

I enjoyed going to OSBCU this year and learning what's happening and coming next for CUPE members in Ontario.

The discussion in the ECE classification meeting centred around the College of ECEs, the AECEO, policies and the code of ethics that guide us in our profession. There were some good points made about clarification needed for members on what our professional expectations are in the workplace. One motion was brought to the floor regarding these ideas.

There were great workshops. I got to participate in two related to mental health and mindfulness. There were great tips about how to be more mindful and take time for yourself. It linked well to some of the tips given on our CUPE Wellness PA day. One tip was as simple as eating a Hershey kiss with your eyes closed, and making it last as long as possible- which we got to try!

It was a great event and as always it was a reminder that with CUPE we are stronger together.

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Charlene Newberry-EA Steward-EA Classification Meeting

We had nominations and an Election for 2 positions in the EA Reference Group

Maureen Cope from 218 and Julie Burrows from 1480 were elected
Violence is a huge issue.

Discussion on Motions to be put forth (Try to think of the bigger picture and outside of our own grouping)

- More follow up, follow through with violence in the work place
- More feedback from EA reference group to go out to the membership
- Documentation/Collaboration time - fill out violence reports, debrief
- Violence against Education Workers Campaign similar to A Time to care

EA motions that were put forward and passed

- Motion that the OSBCU lobby the school boards to recognize VIOLENCE as outlined in The Ontario Health and Safety Act.
- We motion the OSBCU to lobby the school boards to provide accountability around violence in the work place according to the Ontario Health and Safety Act
- We motion the OSBCU recommend that the Ministry of Education and the Ministry of Health, Work together to promote and fund mental health, violence prevention and anger management treatment programs with all school systems with students.
- We motion the OSBCU to develop and promote a violence awareness campaign with respect to the violence our members encounter on a daily basis in our schools. This campaign should engage, inform and promote the role our members play ensuring safety for all individuals with in our schools.

PD Sessions

Everyday Mindfulness Workshop.

By Alicia Preston

FB Mindful Roots

What is mindfulness?

- Being calm, aware, Not judging your thoughts

What does mindfulness look and feel like?

- Attention, Intention, Presence, Openness

Mental illness is one of the most prevalent illness but one we don't talk about.

Mindfulness leads to
Academic

- Improvement in cognitive performance, and engagement
- Greater attention
- Reduced anxiety
-

Mental and Behaviour Health

- Decreases in stress levels and symptoms of depression
- Increase in emotional well-being and self compassion
- Lower self harm

Social Behaviour

- respond better to difficult social situations
- Increase in compassion

Understanding Mental Health

With Humberto Da Silva

We are all “stewards” and as a human being we should all be willing to help out.

Confidentiality is of the utmost importance

Not everyone is comfortable talking about mental health and it's ok to say “I'm not sure if I can help you with this” but make sure you help them find appropriate resources or someone else to help them.

What is Mental Health?

- Being in a state of well being
- Being able to do things they need to for themselves

What is Mental Illness?

- simple things or daily tasks become difficult
- Patterns of thinking or acting change for long periods of time. (Not just a bad day)
- Physiological change
- Biological change (medications)
- Social issue
- Environmental

Warnings

- Change in appearance over time
- Change in behaviour
- Isolation themselves
- Not just isolated event
- Tiredness
- Absenteeism

If you see symptoms...Start a conversation..."Is everything Ok?"

Modern life has the effect of isolating us from others

- electronic devices
- Don't live with extended family
- Human disconnection

How to handle situations

- Be accessible
- Be approachable
- Leave conversations open ended
- You can't force a person to disclose
- Respect their privacy
- Offer to provide resources

- Ask to check in at a later date
- Follow through

Kevin French-President

I attended the caretaker classification meeting at osbcu and the hot topics in the room where contacting out, water flushing and class sizes and permits. Some boards in ont are already contracting out some of there schools and we discussed on the how to get them back under cupe and the deference between how clean they where and permits where a big issue too with no caretaker required to do cleanup so we told them to call the boards insurance carrier to discuss cause the insurance carrier wants a caretaker on site. Water flushing in different across the province on how it is done and when. Class sizes and we talked about room capacity and what is the legal numbers of kids in a room for fire regulations. These are all big problems that the caretaker see everyday.

Paul O'Connor - Steward

In the IT classification meeting, there was significant discussion about Doug ford's statement about finding "efficiencies". He has mentioned that IT has been mentioned in the discussions of privatization. That all IT Cupe members need to be vigilant in making sure that people know what we bring to the table and what would be lost with outsourcing. Also need to be on guard for board outsourcing our work.

In the PD, it was very similar to the other negotiating training I did and since you facilitate this I'm not sure I can bring much to the table here. But in discussion it was mentioned that one of the locals had a very big picnic for it's members and funding was shared with national and that OTIP had provided significant funding to the local for providing some advertising. This maybe something that we should look into for our local.

Liz James- Chief Steward/Sick Leave, Return to Work, WSIB.

I co-chaired the Library Workers session. There was a lot of conversation around the insecurity of the library role, hours are being cut across the province. One alarming thing was that the OLA is not willing to put the words “Library Workers” to their constitution. They actually asked a Library Technician to not attend the board meetings any longer as it made the “teacher librarians” uncomfortable. Apparently they are teaming up with ETFO to do a big study on where the school library money is going and how it is better to have Teacher-Librarians over techs. There was a motion on the floor that the library campaign with books marks and posters continue. We also asked for research from CUPE on the numbers of dollars each board gets, how its allocated, staffing numbers and anything else interesting that they can find for us.

I facilitated the Bargaining training session with Darcy McEathron who sits at the Central Negotiation table. Participants found the training very interesting and we glad to have a better over view of the process and what they need to do next!

There was an amazing Skype call with the head person who ran the LA Teachers Strike. He was inspiring, let us know what they did to fight back and what the biggest factor from their success. Moving forward with their information will be helpful!

Jennifer Connor- Vice President, West

In the Paraprofessional group meeting, there was a great deal of discussion around raising our profile, not only with the Public but also within the OSBCU. The Paraprofessional group is a “catch-all” of smaller groups; there are as many as 114 different positions represented and not all have commonalities, as do other groups that recognize only one job (for example, Educational Assistant, ECE, Custodial Working Groups). I will be sitting on the focus group going forward and will provide updates as they become available.

I attended an all day session on Media Relations. In this workshop, we practiced writing news bullets on particular topics, delivering the information and answering questions we may be asked. This was an excellent workshop which helped prepare us for the upcoming negotiations with the Province.

Carrie Moncrief- Head Mobilizer

My working group was run by Dave Geroux.

We focused a lot on the strengths of our group. We are trained professionals and support the most vulnerable people. We are “what education is all about” as we have a wide range of clients. Strong relationship skills as well as the ability to be flexible is very important in our roles. Our knowledge and training is key as we provide mental health support as well as prevention and intervention for people. We are also involved in safe schools internally and referrals and agency connections externally.

Attendance Support Programs

If you have questions please reach out. The process is complicated and easier to explain in person. We will be giving a in-depth break down on what we know at this point. Please remember if you get called in for a meeting reach out right away to Liz James or Kevin French or the union executive so someone will be there to attend with you. **DO NOT, UNDER ANY CIRCUMSTANCES, MEET WITH YOUR ADMINISTRATION WITHOUT US present.** This is a completely new thing for administrators and we want to make sure that nobody discloses anything they shouldn't.

Merging Unit One and Two

Jody Uddenberg, Michele Dean, Marianne Merrithew and Liz James have been working with Human Resources going through the two collective agreements looking for similarities and differences. This is quite a laborious process. Once the assessment is complete we will have to work with the board to negotiate what language would prevail in the merge. It was voted in 2015 by CUPE members from both units that we would approach the board about merging. The board agreed to talk about it and if all could be worked out the units would merge. Right

now we are at the point where we are looking to see any gains/losses in order to merge. We will not be looking for concessions.



**What to expect when heading into bargaining with Doug Ford.
This is what Ford has been up to since taking office:**

5 KEY CAMPAIGN PROMISES

1. Put more money in the taxpayers' pocket by eliminating the cap-and-trade program, reducing gas prices by 10 cents per litre, and cutting taxes for low- and middle-income families in the third year
2. Clean up the hydro mess by firing the CEO of Hydro One and lowering hydro bills by 12%
3. Create "good jobs" and send the message that Ontario is 'Open for Business' by lowering taxes, stabilizing hydro bills, and cutting red tape
4. Restore accountability and trust by ordering a line-by-line audit of government spending to find \$6 billion in "efficiencies"
5. Cut hospital wait times by creating 15,000 new long-term care beds over the next 5 years and adding \$3.8 billion in new support for mental health, addictions and housing

IDENTIFIED GOVERNMENT PRIORITIES

- Reducing burden on taxpayers
- Restoring accountability and trust in Ontario's public finances
- Fostering job creation and economic prosperity
- Maintaining and improving hospitals, schools, and other vital public services

IDENTIFIED GOVERNMENT PLANNING GOALS

- Improving existing programs and services
- Closing out programs and services that are not meeting their intended purpose
- Combining programs and services that do or achieve the same thing
- Exploring the best way to deliver programs and services, including the most appropriate delivery channel
- Increasing public and stakeholder input in decision-making
- Making government spending more transparent
- Paying down the provincial debt

ACTIONS TO DATE (highlights)

June 2018

- Cancelled all of the programs that were funded by the \$2.9 billion in revenues amassed through the cap-and-trade program – including school and social housing repairs as well as rebates for green energy retrofits
- Exited the cap-and-trade program and cancelled 758 green energy contracts
- Restricted access to free prescription drugs for Ontarians 24 and under, who currently do not have access to such benefits (i.e., a step backwards from universal pharma care)
- Eliminated key equity ministries, such as the Ministries Responsible for the Anti-Racism Directorate, for the Poverty Reduction Strategy, for Early Years and Child Care, for the Status of Women as well as the Ministries

of Citizenship and Immigration, and of Research, Innovation, and Science

- Instituted a hiring freeze across the broader public sector with the exception of “essential frontline workers”
- Instituted a pay freeze across the broader public sector for executives, management, and employees not covered by collective bargaining

July 2018

- Legislated members of CUPE 3903 at York university back to work
- Launched a line-by-line audit of the Liberals’ spending across the broader public sector (i.e., the big kick off to Ford’s promise to find \$6 billion in “efficiencies”)
- Reverted to the 1998 sex-ed curriculum until further consultation (i.e., failing to address important topics, such as same-sex relationships, social media, gender identity and expression, as well as consent)
- Halted creating mandatory curriculum for students in elementary and secondary school – on residential schools, Treaties, and Indigenous peoples’ contributions to Canada (i.e., #62 of the Truth and Reconciliation call to actions)
- Withdrew cooperation to help fund the resettlement of asylum seekers
- Forced out the Hydro One CEO and Board, paying the “\$6-million-dollar man” at least \$9 million upon retirement
- Cut a planned 3 per cent increase to social assistance in half and scrapped the basic income pilot program
- Cut the Liberals’ promised \$2.1 billion over four years for new mental health funding with \$1.9 billion over 10 years (i.e., \$190 million per year instead of \$525 million)

August 2018

- Announced intent to privatize the sale of cannabis

- Halted opening of new safe injection, overdose prevention sites
- Introduced a ‘snitch line’ on education workers, targeting those using the updated health curriculum
- Dropped the minimum price of a bottle or can of beer by 25 cents (i.e., ‘buck-a-beer’)
- Ended the practice of releasing Ministers’ mandate letters
- Commenced a value for money audit on all government programs and services (results are expected at the end of September 2018)
- Announced the requirement of post-secondary institutions to introduce a free speech policy by 2019

September 2018

- Intended to invoke the notwithstanding clause and overrode the Human Rights Code to slash the number of Toronto City Council seats
- Slashed the size of the Toronto City Council by nearly 50 per cent during the municipal election period
- Dismantled the subcommittees under the Anti-Racism Directorate purported to combat Islamophobia, anti-Semitism, anti-Indigenous, and anti-Black racism
- Declared a \$15B deficit in a guise to cut and privatize public services

October 2018

- Allotted the sale of recreational cannabis to private retailers – in lieu of the LCBO
- Scrapped a scheduled three-cent-per-litre increase in the provincial beer tax
- Revoked a regulation that would have standardized training for volunteer firefighters across the province

- Paused the allocation of "parent reaching out grants", which help fund school councils and student events
- Disbanded the expert panel to end violence against women
- Cut \$307.3M from post-secondary education, rescinding funding for three university satellite campuses
- Scrapped worker protections in Bill 148 (e.g., minimum wage; equal pay for equal work; access to workplace information)
- Froze proactive workplace inspections
- Withheld \$14.8M in promised funding from existing and new sexual assault centres
- Cancelled cannabis sales through the LCBO

November 2018

- Required all provincial agencies, as of 2019, to obtain approval of 1) their bargaining mandates and 2) ratification of collective agreements, potentially expanding this oversight to other areas of the broader public sector
- Passed Bill 57, Restoring Trust, Transparency, and Accountability Act (e.g., delayed the Pay Transparency Act; removed independent officers of the House; cancelled a small increase in taxes for high-income earners; rolled back rent control for existing units)
- Passed a transphobic policy resolution at the PC convention, calling on the government to remove gender identity references from the sexual education curriculum
- Re-announced the creation 6,000 new long-term care beds – more than 80 per cent of which were established under the previous government
- Introduced regressive social assistance reforms (e.g., limiting access for persons with disabilities)
- Lowered the bar to hire Ford-friendly OPP Commissioner, Ron Taverner

December 2018

- Legislated OPG workers back-to-work
- Cut \$25M from school board funding, which funds tutors in classrooms and extra services for Indigenous and racialized students
- Revoked current and future funding for the College of Midwives of Ontario
- Slashed \$5M in base funding to the Ontario Arts Council and more than \$2 million to the Indigenous Culture Fund
- Appointed a new Ford-friendly Pay Equity Commissioner
- Introduced Bill 66, Restoring Ontario's Competitiveness Act (e.g., loosened home-based child care regulations; reclassified employers to avoid hiring well-trained unionized workers for public infrastructure projects; removed important health & safety regulations to maintain clean drinking water; repealed Employment Standards Act provisions to protect vulnerable workers)
- Remained unmoved on eliminating street checks, despite the Independent Street Checks Review

January 2019

- [potentially] Dissolved Local Health Integration Networks
- Cut \$15M from the Ontario Trillium Foundation, which helps fund initiatives like the Coalition for Better Child Care
- Announced removing post-secondary grants for low-income students and reversing recent OSAP changes; reduced post-secondary operating funding through unfunded tuition reductions
- Announced the Student Choice Initiative, which will allow post-secondary students to opt out of union fees outside of “essential campus health and safety initiatives”
- Appointed their principal secretary as a full-time member of the Ontario Energy Board, who will earn \$197K

- Compelled Hydro One to Avista Corp USD\$103M after failed merger plan (cited Ford's efforts to force Hydro One CEO to retire as a sign politics)
- [potentially] Removed the cap on class sizes for kindergarten and grades 1 to 3
- “Committed” to full-day kindergarten for this Fall, leaving it uncertain thereafter
- Announced intent to re-examine how and where beer is sold throughout Ontario
- Transitioned health and safety training from in-person to online, affecting 50,000 workplaces

February 2019

- [potentially] Dismantled government agencies such as Cancer Care Ontario and the Trillium Gift of Life Network, folding patient care into a “super agency”
- [potentially] Introduced voucher-based approach to children’s autism services (i.e., taking money away from regional agencies)

TT/as/ph/Cope343

Communication:

It is critical that everyone, including casuals and lunch supervisors, provide their personal home email, cell phone number, mailing address and work site to the union so that you can receive all of the up to date union information. We want everyone kept in the loop. We are anticipating that things are going to move extremely quickly and could take a turn without any warning. We will also be creating phone trees so that no one gets left behind with information.

Training for Preparing for Bargaining:

CUPE locals 1479, 1480, and 1022 enabled their Bargaining and Mobilization members to connect together to spend the weekend training their bargaining committee and mobilizers at the CUPE 1022 office at 135 Cannifton, Belleville, ON. CUPE 1479 Chief Steward, Liz James partnered up with Hastings and Prince Edward District CUPE 1022 President, Laura Walton to have a Darcie McEathron, CUPE Staff Representative assigned to the OSBCU to provide an informative and preemptive training session to help us prepare for this round of contract negotiations and mobilization strategies. Liz James is the Area 5 Mobilizer for the OSBCU and Laura is the President of the OSBCU. Those attending from CUPE 1479 were Michele Dean, Jody Uddenberg, Melissa Phillips, Diane Noack, Andrea Miller and Charlene Newberry.

Working together as CUPE Educational Workers we have begun to prepare for negotiations and mobilization of our fellow brothers and sisters as we all enter into a new round of contract negotiations ensuring that we are stronger together. Our contract expires this August 2019 so members should look forward to hearing from your mobilization committee as we begin to gear up our solidarity as education workers.

Andrea Miller
Secretary Steward/Mobilizer
CUPE Local 1479



