Local Bargaining Priorities

Your CUPE 1479 bargaining committee is committed to securing a fair contract that addresses the unique needs of our local members. These priorities represent our collective voice and our determination to improve working conditions, safety, and respect for all education workers in our board.

Our Fight is for a Stronger Future, Focused on 5 Core Pillars:

- **Violence and Workplace Safety:**
  - Comprehensive Health and Safety training relevant to all jobs conducted in person and delivered by qualified personnel. Reviewed annually.
  - Mandatory risk assessments for workplace violence (physical /psychological) and safety plans to be shared with all staff who may encounter potentially violent students.
  - Provision of appropriate Personal Protective Equipment (PPE) as required,including wet weather gear.
  - Guaranteed work time to complete incident reports for violent or safety-threatening events without reprisal.
  - Recognition of rights to file WSIB claims with union assistance.
  - Ironclad right to refuse unsafe work without reprisal.

- **Staff, Training, & Compensation:**
  - Guaranteed paid time for participation in staff meetings, school events, and parent councils.
  - Mandatory paid orientation for all new employees with dedicated union presentation time.

- **Health & Wellness:**
  - Ten month employees to be permitted to take up to two weeks of unpaid vacation time during the school year.
  - Greater access to paid and unpaid leaves of absence and clear rationale for all denied requests.
  - Improved language and expanded bereavement leave and paid time for family illness and mandatory quarantine.

- **Rights for Casual Employees:**
  - Casual (temporary) employees to be covered by all appropriate sections of the collective agreement.
  - Pro-rated access to holidays for casual (temporary) staff.
  - Transparent seniority calculation and clear job posting rights for casual staff.

- **Operational Improvements and Union Rights:**
  - Yard/Lunch Supervisors to be covered by the collective agreement.
  - Enhanced access to leaves to conduct union business.
  - Disciplinary letters to be removed from personnel files after 18 months.
  - Guaranteed paid professional activity days for Educational Assistants.