

Message from the Chair

People sometimes ask about the work of the OSBCC between conferences. This has been a particularly busy year. As well as keeping in touch with the leadership of the locals in our areas, we have met several times to ensure the motions passed at our conference are moving forward.

There have been a number of changes on our committee since our last conference. Sisters Cindy Page, Lee Ann West and Claire Hamilton-Payne have resigned from the committee. Claude Duschesneau has retired from his work with his Employer and therefore will no longer be an alternate for his area. We would like to take this opportunity to thank them for their work over a number of years on the committee. Sisters Page

and West have been replaced by their alternates, Mike Galipeau and Laura Walton respectively. Unfortunately, Sister Hamilton-Payne has not been replaced as there was no alternate for that area.

We have also had several changes to the staff who work with the committee. Brother Jim Morrison has been assigned as the new coordinator for the school board sector. Brother Paul O'Donnell, our researcher is on sabbatical and had been replaced temporarily by Sister Sharon Angel. Our communications rep Marjorie Savoie is on Parental Leave and is being temporarily replaced by Brother Kevin Wilson. We would like to extend a warm welcome to all those who have recently joined us. There is certainly lots to keep us all busy over the next year.

Calendar of Activities

February 27 th	Meeting with Ministry of Education re implementation of MOU
March 7 th	Presentation at Women's Conference
March 7 th	Meeting with Minister of Education
March 14 th	Conference call with Local Presidents
April 3 rd	Presentation at Library Workers Conference: Bill 115
April 9 th	Meeting with Ministry of Education re implementation
April 18 th to 21 st	Strategic Planning session: OSBCC
May 6 th	Implementation meeting Ministry of Education
May 10 th	Implementation meeting Ministry of Education (MOU 2013)
May 14 th	OSBCC conference call
May 23 rd	Partnership Table: Ministry of Education
May 25 th	Met with Ontario Council of Student Trustees Association
May 28 th	School Board Caucus: CUPE Ontario Convention
June 12 th to 13 th	Meeting of OSBCC re Central Bargaining Principles
June 17 th	Town Hall with Local Presidents
June 26 th	Central Bargaining consultation with Ministry of Education

July 9 th	OSBCC conference call
July 16 th	Meeting with National Secretary-Treasurer
July 22 nd	2 nd consultation re Central Bargaining with Ministry of Education
July 25 th	Meeting with Ministry of Education re implementation issues
August 6 th	OSBCC conference call
August 8 th	Meeting with Minister of Citizenship and Immigration
August 13 th	Town Hall meeting with Local Presidents
August 23 rd	Campaigns meeting
September 10 th	OSBCC conference call
Sept. 20 th to 22 nd	OSBCC Committee meeting
October 20 th	National School Board Caucus: CUPE Convention, Quebec City

Implementation Update

In July we sent local Presidents implementation guidelines for the Maternity Leave, Sick Leave and Job Security Provisions in the MOUs. This is to ensure we have consistent application of the central language. Grievances should be filed if there is any deviation from the MOUs. Copies of these grievances should be sent to Brother Jim Morrison, our new coordinator.

Brother Morrison has been working with CUPE National staff assigned to school boards to put together a database so we can see at a glance where we continue to have implementation problems with either or both of the two Memorandums of Understanding. To assist in that effort, Jim has asked staff to complete a survey identifying where the problems lie. Please contact your staff rep if you would like to see a copy of the survey they submitted. Once the surveys are completed, we will be approaching the Ministry with our findings.

The Ministry sent a letter to School Boards early in August informing them that in order to have access to pockets of additional funds they must not only implement the MOUs but also must attach them to the Collective Agreements. Boards must sign a letter stating they have done so by the end of

September in order to access the funds. (Note: the government had previously asked to have the form signed by the end of August. An extension was given as many boards could not meet until September.)

This has been a frustrating process for all of us. It appears an end is in sight. The government is very aware that their failure to ensure centrally negotiated provisions are fully implemented will make willing participation in central bargaining in the future less likely. We must remain prepared to support locals whose board refuses to implement the MOUs. An injury to one is an injury to all.

Central Bargaining Update

In May of 2013, we were informed of the provincial government's intent to legislate central bargaining. The calendar presented was for consultation with stakeholders in June with legislation being drafted over the summer to be introduced for first reading in the fall. By doing so, the government hopes to have it pass third reading by January.

The OSBCC committee met in June to determine principles for a central bargaining process which we could then take to the consultation. These

principles were shared with local presidents during a Town Hall meeting on June 17th.

We have been invited to two consultations with the government on central bargaining. It looks very much like they are on track to introduce legislation in the fall.

College of ECEs

The OSBCC recently learned of the intention of the College of ECEs to make proof of ongoing professional development a criteria for remaining a member in good standing in the College. We have drafted a response which outlines CUPE's opposition to this initiative.

We are clear that CUPE supports ongoing professional development. The College is proposing to require ECEs to maintain records of professional learning initiatives for a six year period. These records would then be subject to random audits by the College. If an ECE is unable to produce proof of ongoing professional development, they may be subject to a penalty or have their membership in the College revoked resulting in loss of employment.

Furthermore, the College expects the ECE will pick up any costs related to the professional learning activity. We have also made it clear access to professional development is not equal across the province and have suggested the College would be better directed to spend its money on the development and design of distance learning opportunities such as "webinars" for its members. Teachers are not required to participate in ongoing professional development to maintain membership in their College.

CUPE's response has been sent from the Ontario Division on behalf of all CUPE Ontario sectors where ECEs are employed. Thanks to our ECE reference group for their input on the letter.

Violence Prevention Committee

At our conference in 2013, a motion was passed asking for a campaign focused on the prevention of violence in schools, particularly as it applied to Educational Assistants (EAs). At its April strategic planning session, the OSBCC decided to initiate the campaign with a subcommittee made up of EAs and alternates elected to the OSBCC and the EA reference group elected at the 2012 Conference.

We think we need to make the campaign visual. Trustees, parents, politicians need to see the types of injuries being sustained by our members. In the fall we will be asking locals to see if there are members who would agree to have their injuries photographed. A picture paints a thousand words... We need to make this issue real...not simply rely on statistics... More details will follow by early October.

Ministry of Citizenship meeting

Adults learning English as a Second Language are evaluated using Canadian Language Benchmarks (CLBs) not grades. The Instructor's occupational group at the 2013 OSBCC conference brought forward a motion to lobby the provincial government for broader recognition of the CLBs. This would allow for the smoother transition of adult learners from our classes into Adult Credit high school programs, apprenticeships, colleges, universities and the labour market. Clear pathways for adult learners would not only provide a better service to our students, but would satisfy this objective identified by the Premier in a report she wrote in 2006 called Ontario Learns.

We met with the Minister of Citizenship, Michael Coteau twice since the conference. The meeting in August had representatives from school boards, OPSEU and CUPE. The response to our suggestion of broader recognition of the benchmarks was very

positive on the part of the Minister and highly supported by the continuing education school board representatives.

We learned the government has worked with their federal counterpart to allow for the recognition of the provincial Level 4 benchmark as a qualifier for citizenship. LINC Level 4 was previously the only recognized benchmark. This initiative should be rolled out in the fall.

One of the school board reps advocated for paid PD to be made available for Instructors of the provincially funded classes.

The Minister committed to bring the group together again in the fall for follow up... All in all time well spent.

Letter to People for Education re Library workers

CUPE Ontario has recently sent a letter to People for Education (P4E) clarifying the valuable role of school library support staff in promoting student literacy. As we increase our work with community partners such as P4E, it is important to ensure they have the information to accurately reflect the work of our members in their publications.

Anti-Privatization Work

At a Partnership Table meeting hosted by the Ministry of Education, we were informed the government will be initiating a consultation process to look at efficiencies in the education system.

Their hope is to be able to maintain services while cutting costs. These types of exercises often result in recommendations to out-source the work of our members.

The OSBCC believes we can find many examples of where out-sourcing has actually resulted in greater costs not less. We would like to hear from you.

Please contact Rodney McGee at:
rodmcgee@shaw.ca

Raising the Profile of our Work

The committee has been working on a number of initiatives to raise the profile of our work. We will be working more on this initiative in the fall, rolling out materials you can use in your Local and in your community.

Levy reminder

We would like to remind locals of the motion passed at our Conference in February. We understand that many locals do not have membership meetings over the summer. In order for us to carry out campaigns to raise our profile prior to bargaining again, it would be helpful to have your local's levy for 2013 as soon as possible.

Motion re Funding of Central Bargaining and Bargaining Support CARRIED

Moved by: Claude Duchesneau Local 1483

Seconded by: Patricia Roche Local 1328

I move a levy of \$4.00 per member for affiliated locals payable over two years.

2013 = \$2.00 per member

2014 = \$2.00 per member

and \$5.00 per member for non-affiliated locals payable over two years.

2013 = \$2.50 per member

2014 = \$2.50 per member

Funds will be held in the OSBCC levy account and used for the purpose of funding meetings of the bargaining committee and the bargaining support committee.

Levy reminder continued

Please send cheques to: OSBCC Levy Account
 c/o CUPE Ontario
 80 Commerce Valley Drive East, Suite 1
 Markham, Ontario, L3T 0B2

Who is representing you?**OSBCC Chair**

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