

POWER UP!

**NATIONAL SCHOOL BOARDS MEETING
REGINA, SASKATCHEWAN
MARCH 2-4, 2009**

FINAL REPORT

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Why Did We Have This Meeting?



Building on National Convention 2007 Strategic Direction to strengthen our sectors, CUPE held its first ever National School Boards (NSB) sector meeting in Regina, March 2-4, 2009. The theme for this historic meeting was: **Power up! Connect ~ Inspire ~ Achieve**. Our hope for this meeting was to bring together school sector members, elected leaders and staff from across the country to engage in discussion about the schools sector; to define the issues we are confronting; to learn from each other, from our successes and challenges; and to develop creative, innovative and meaningful strategies to move our work forward; to interact and connect with our sisters and brothers to build solidarity and collaborate in our work.

Summary of Day 1: March 2, 2009

Opening Plenary

More than 270 delegates attended on Monday night as they listened to **Dennis Omeasoo**, a visiting elder to Regina public schools, welcome us to Treaty Four territory. He spoke about his current role visiting schools, teaching aboriginal and non-aboriginal students as well as their teachers, about First Nations ancestry and the impact of the Indian Act, and sharing the teachings found in traditional stories. His intention is to support good memories for children about Canada's aboriginal peoples by speaking about the life giving force of the circle. He encourages everyone to be open minded, "Being open minded has enabled some to even survive genocide". He invited all of us to 'share the light' with our families as we return home. Dennis' moving welcome set a positive and respectful tone for the remainder of the meeting.



Brother Tom Graham brought greetings on behalf of CUPE Saskatchewan, underlining the challenges that CUPE and the schools sector are facing with the regressive and anti-labour policies of the current provincial government.

Summary of Day 1: March 2, 2009

Opening Plenary

Brother Moist welcomed the delegates on behalf of CUPE National, and provided regional and national contexts for the meeting. He talked about the five-fold increase in CUPE membership since 1963 and the increase in women's participation, now 2/3 of the membership. Paul underscored that "public education is a gift to our whole society" and "history shows that people fought for the right to education and that it is a collective responsibility". Public education survives but we face many challenges. As Canada's public education support workers we believe in public education and oppose privatization including public funding of private schools.



The keynote address was delivered by **Barbara Coloroso**, an internationally-recognized speaker and author in the areas of parenting, teaching, school discipline, and non-violent conflict resolution and reconciliatory justice. During her keynote address and Tuesday morning presentation, Ms. Coloroso entertained delegates with a great sense of humour while informing us on the issues and impact of bullying, harassment and intimidation. Ms. Coloroso is well aware of the valuable role played by support staff in creating positive educational environments, and had numerous practical suggestions for making schools—our workplaces—safer and more nurturing. A video of Barbara's presentations will soon be made available on the CUPE website: www.cupe.ca

Summary of Day 2: March 3, 2009

What is our context?

On Tuesday morning delegates focused on the CUPE schools sector presentation by Senior Research Officer, **Paul O'Donnell**. Paul covered a number of areas including recent bargaining achievements and challenges posed by demographic shifts and funding trends. The power point presentation was made available to the delegates along with other useful resources on a USB key.

Following the World Café, **Barbara Coloroso** focused her second presentation on bullying and how to deal with it. Both Paul and Barbara's talks will be video streamed on www.cupe.ca.



Summary of Day 2: March 3, 2009

World Café

With the background of our opening presentations, participants were invited to engage in small group discussions to develop together a broad vision for their work. The following questions shaped these conversations and the discussion points are highlighted here:

Question #1: What success story do you want to share with delegates?



- ✧ Merging locals within one school board.
 - Clerical and caretaking were two locals with two Collective Agreements – now one
- ✧ Acquiring the same benefit plans and EI contribution for all employee classifications
- ✧ BC Provincial Benefits Plan (governments, union, employer)
 - Jointly coordinated LTD (included) since 2001
- ✧ Ontario – First attempt at provincial framework agreement
- ✧ NB – Limited designations for essential services during a strike
- ✧ SK – Developing the mind set to bargain one provincial agreement
- ✧ One Collective Agreement under a group of merged locals
 - Collapsing with wage grids and wage parity
- ✧ AB – Good collective agreement achieved at the table
- ✧ SK – Wage parity within merged locals
 - Protecting and improving no contracting-out language
- ✧ PEI – achieved contracting out protection for EA's and youth service workers
 - Wage priority in new amalgamated school divisions (SK)
- ✧ BC – Successful result in grievance mediation re: seniority, casuals priority call in
- ✧ Overcoming obstacles towards coordinating bargaining, trust, solidarity
- ✧ SK – Agreement with employer to frame a joint committee and pilot project – employees able to hold more than one position (i.e. EA and bus drivers)
- ✧ ON – Using opportunity of a provincial bargaining table to further co-ordination in the sector
- ✧ Interest in new model of coordinated bargaining – K-12 president's Council, many regional meetings
- ✧ AB – Wage gains
- ✧ Five locals – 1
 - Recent amalgamation agreement
 - Signs of life
 - Used CUPE SK tool, use ideas to invest in members interest
- ✧ CUPE succeeded to get joint CUPE and Teacher's Union Committees to reduce conflict between EA's and teachers (BC)
- ✧ Guaranteed hours and weeks for TA's and SINW's in NB through provincial bargaining (NB)
- ✧ Holes and responsibilities – teachers and EA's
- ✧ Local 4701 size increased from 90 members to 200

Summary of Day 2: March 3, 2009

The “Success” Wall

Delegates were also encouraged to share their successes throughout the meeting by posting to the « success wall ». Here are some of the postings.



- ✧ Local 737 – Brandon School Division #40 (Brandon, MB)
 - Increase in young member involvement
 - Pay Equity
 - Strong communities – Raising profile – Public Support

- ✧ Local 744 – St. James-Assiniboia School Division (Winnipeg, MB)
 - Same benefit across all working groups with our board – Toronto Catholic District School Board

- ✧ Local 5050 – Cape Breton-Victoria Regional School Board (Sydney Mines, NS)
 - Successful strike
 - Provincial Bargaining
 - 7 out of 8 boards
 - Requested that weekend educational be brought to our local area – by doing this, we were able to educate more of our members for a lesser cost

- ✧ Local 2268 – St. Paul’s R.C.S. School Division #20 (Saskatoon, SK)
 - Achieved wage parity with caretaker/maintenance local

- ✧ Local 2026 – Dufferin-Peel Catholic District School Board #43 (Mississauga, ON)
 - We were awarded in Arbitration – “No CUPE member of local 2026 is expected nor required to administer medication to students”.

- ✧ Local 4701 – Prairie Rose School Division (St. Francois-Xavier, MB)
 - Size increased from 90 to 200 members

- ✧ Local 4400 – Toronto School Board (Toronto, ON)
 - 3 units representing all support staff from EA’s to Secretaries to Office Assistants to Lunchroom supervisors to Swim instructors to Music instructors to ESL instructors to General Interest instructors to LBS instructors to Caretakers to Warehouse to Bus Drivers to Logistics and so on who work together and know “ WE ARE STRONGER TOGETHER”

- ✧ Local 4400 D – Toronto School Board (Toronto, ON)
 - Before Amalgamation some boards did not come in for the holidays, now we will be in for full length of permit
 - “Believe it or not” – Had employer move on actually removing snow on weekends instead of on the Monday if more than 5cm

Summary of Day 2: March 3, 2009

- Frank Coppinger, General Manager of Facilities out of Toronto
- Workplace Education Program for caretakers
- Reduction in temporary transfers for Caretakers from one building to another from 90 days to 45 days in a calendar year
- Improvements to Uniforms by:
 - 9.3 % in 2010, 2011 and 2012

Success

- After becoming a CUPE local, we negotiated our first contract
- We received huge pay increases for some of our members and a good increase for all our members
- We also received benefits for the first time

✧ Local 1571 – York Catholic District School Board #42 (Maple, ON)

- First to settle Provincial Discussion Table with no concessions
- We have an open door policy with the board!

✧ Local 1618 – Sunrise School Division (Beausejour, MB)

- Overcoming the difficulties of a forced amalgamation
- Everything we can agree to is a success

✧ Local 4875 – North East School Division #200 (Star City, SK)

- Flex time agreement with employer for Caretaker/Maintenance

Provincial Discussion Table

- Support Workers Advisory Group formed in Ontario
- Energy Savings Programs
- Violence prevention
- Mentoring

✧ Local 1356 – York University (Toronto, ON)

- Negotiating – Contracting In language

✧ Local 1253 – New Brunswick Council of School District Unions

- Provincial bargaining since 1970's to 80's
- No school unorganized
- One collective agreement across the province

Organizing

- Strong starts
- Settlement workers
- Previously exempt positions: Program Development Officer – Payroll – Human Resource Assistants

Summary of Day 2: March 3, 2009

- ✧ Local 2888 & Local 1011 (Halton Catholic District School Board #46) have started a joint-campaign for public awareness to fightback against Privatization
 - Bargaining Structure – Traveling road show SBDC – getting input into the region
 - Progressive School Trustees!
 - Communications with the members
 - Information Bulletin
 - Website
-

Question #2: What does a strong school board sector look like?

- ✧ Support of administration
- ✧ Relationship with union and labour management
- ✧ Breakthrough the management to the trustees
(Elect the trustees you want)
- ✧ Harmonious staff relations, timely dispute resolution process
- ✧ Good collective agreement in place (wages, benefits, clear language in job description and clauses)
- ✧ Strong leadership (from the top down)
- ✧ Better language for no contracting-out
- ✧ OSBCC – good committee – Whoopy!!!
- ✧ A strong school board sector
 - Speaks with one voice
 - Supports everyone and includes everyone in the community to create a safe vital sustainable dynamic environment
- ✧ OBU – one united union
- ✧ Union
 - Education for members on paid employer time
 - Friendly trustees
 - Full-time for all employees
 - Effective leaderships
 - Respect
- ✧ Solidarity/unity
 - Local autonomy with provincial bargaining
 - Strong voice
- ✧ Vision d’avenir
- ✧ Cohesiveness
- ✧ Informed
- ✧ All staff unionized (minimal contracting)
- ✧ An informed, active membership and good communication within membership



Summary of Day 2: March 3, 2009

- ✦ Collaborative – respect, united, communication and inclusion
- ✦ Cohesiveness
- ✦ Educated
- ✦ Informed
- ✦ Annual education workers conference
- ✦ Sector meets regularly
- ✦ Respect
- ✦ Dignified respectful workplace
- ✦ Every employee equally valued
- ✦ Strong sector – mutual respect
- ✦ Mentorship for young members
- ✦ Equality
- ✦ Diversity
- ✦ Equality/respect among all workers
- ✦ Employer-paid benefits for all
- ✦ Good pensions and a living wage for all school board members
- ✦ One employer, one benefit plan
- ✦ Strong school board sector
- ✦ Benefits and pension for all members
- ✦ Living wages
- ✦ Full-time work for all! With a living wage!
- ✦ Politically active
- ✦ Elect your boss (boards)
- ✦ Political action continuous
- ✦ Progressive school trustees
- ✦ Union-friendly trustees
- ✦ Compensation for all work done
- ✦ Standardized job descriptions
- ✦ Monetary recognition for EA qualifications
- ✦ Members follow Collective Agreement
- ✦ Competent, knowledgeable management
- ✦ True partnership with all stakeholders in public education systems
- ✦ United + Solidarity
- ✦ Organized, structured solidarity
- ✦ Education/training
- ✦ Échange intersyndicales (échange d'expérience)
- ✦ Provincial thinking and strategies not simply local thinking and strategies
- ✦ A common agreement language
- ✦ Same objectives
- ✦ Provincial bargaining
- ✦ Provincial wage and benefit structure



Summary of Day 2: March 3, 2009

- ✧ Provincially bargained contracts – a good thing
 - Ontario had reservations at first but having gone through process, it was a positive thing
 - It was a transparent process
- ✧ Strong coordinated bargaining
- ✧ Coordinated bargaining for three CUPE locals
- ✧ No privatization
 - Co-ordination of bargaining, pay equity
- ✧ Provincial bargaining benefits
- ✧ Regional provincial coordinated
- ✧ Balanced (representative) bargaining committee, occupational groupings
- ✧ Negotiate 12 months employment from 11 months – no layoff and 3% raise and no give away
- ✧ Pay equity and full-time hours (changes to EI)
- ✧ 7 hour work days
- ✧ Market adjustment of \$1.00 for all members
- ✧ Strong school board sector with full-time hours
- ✧ Equal work for equal pay
- ✧ Equal pay for equal work within local
- ✧ Good negotiators (National Representatives)
- ✧ Good Researcher (facts)
- ✧ Respect for CUPE and between CUPE
 - A strong school board sector is one that CUPE runs!
- ✧ Health and safety for all workers
- ✧ Safe, healthy supportive, inclusive work sites!
- ✧ No violence in the workplace
- ✧ All the workers together in one local standing together
 - Communication
 - Province wide cooperation between locals
- ✧ Good regular clear communication (within the sector)
- ✧ Clear and concise communication
- ✧ Communication between employer and employees
- ✧ What does a strong school board sector look like?
 - Strong involvement in communities
 - Unionized school board employees (organizing strength)
 - All job classifications represented
- ✧ Strong coordination of issues
 - School sector more community based issues – nutrition, adult literacy, alternative programs
 - Strong cooperation school board/city/town council/province
- ✧ Be proud of and improve the “product” of education – visibility, community
- ✧ Networking

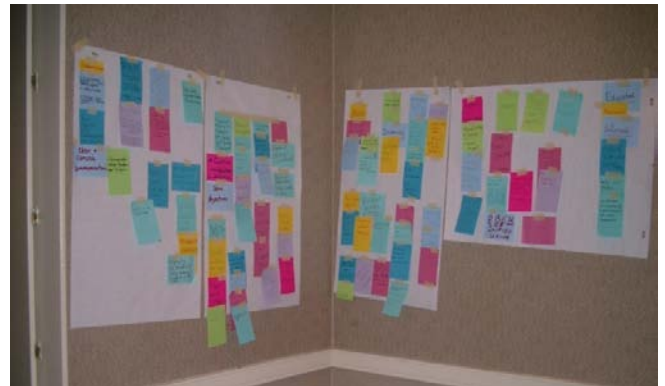


Summary of Day 2: March 3, 2009

- ✧ Research
 - Know who we are
 - What are we talking about
 - Where do we want to go
 - ✧ Highly visible (with the public)
 - ✧ Locals with “back bone”
 - ✧ Foster better employer/employee relationships
 - ✧ Membership engaged and informed in struggle
 - ✧ Mobilisation et engagement de nos membres
 - ✧ Membership engaged
 - ✧ Engaging the membership (having membership understanding the issues)
-

Question #3: What do we need to make our vision happen?

- ✧ Communication
 - Effective, coordinated, open
 - User friendly, clear language, other languages
 - With members
 - With the public: raise awareness about key issues, raise profile of our sector and union
 - With employer
- ✧ Networking
 - Exchange of information, e-networks, data base, president’s meetings, national committee, sector meetings
 - Coordinated strategy and vision
- ✧ Political action
 - Elect labour and education friendly trustees and governments
 - Run for office
- ✧ Money/funding
 - CUPE: money for research, action, support and staff
 - Government: money for public education system
 - More money but also better spent, sustainable and transparent
- ✧ Education and training
 - Workshops for members
 - Leadership development
 - Skills training



Summary of Day 2: March 3, 2009

- ✧ Coordinated Bargaining
 - National bargaining plan
 - Universal collective agreement (cross country)
 - Job descriptions, staffing formulas, benefit plans
- ✧ Coalition Work
 - Make connections – teachers, federation of labour, community groups, parents
- ✧ Organizing

Open Space



Following a networking lunch, members and staff proposed topics for discussion. Working groups formed to develop points of focus, priorities, strategies and recommendations for action and future work. The following reports were compiled electronically in our 'media centre'.

Open Space Topics

- ✧ Training – Permanent and On-Call Members
- ✧ Certifiable Trades – Lack of Apprenticeship Programs
- ✧ Community Use of Schools – Nutrition – Save Jobs – Save our Schools
- ✧ Contracting-Out
- ✧ Good Relationship with Management
- ✧ Improving Women's Wages
- ✧ Mentorship
- ✧ Public-Private Partnership (P3s)
- ✧ Public Duty (Service)
- ✧ Union Communication/Solidarity
- ✧ Workload
- ✧ Bullying
- ✧ Communicating Between Locals

Summary of Topic Discussion

Training – Permanent and On-Call Members

Convener: Maureen Larsen

Participants:

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Host:

Maureen Larsen

Why is this a priority for our sector?

- ❖ So permanent employees are considered for training before on-call casuals

How does this fit with CUPE's Strategic Priorities?

- ❖ Maintaining the permanent workforce

What needs to be done?

- ❖ Clearer Collective Agreement language

Who will do this work?

- ❖ Bargaining Committee – Provincial and Local

By when?

- ❖ 2010 – Bargaining B.C.

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

What is the one thing that you would like to see happen?

- ❖ More specific language around training our (senior) permanent employees

Summary of Topic Discussion

Certifiable Trades – Lack of Apprenticeship Programs

Convener: Kirk Oates

Participants:

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Host

Bob Anderson

Why is this a priority for our sector?

In the past we were developing trades people from within. There were apprenticeship programs but there is no longer funding for this. This will lead to losses of these positions and will eventually lead to contracting out.

How does this fit with CUPE's Strategic Priorities?

- ❖ No contracting-out
- ❖ Strengthens local unions
- ❖ Maintaining bargaining integrity, classifications

What needs to be done?

- ❖ Establish awareness of issue
- ❖ Lobby governments for more funding for apprenticeship programs
- ❖ Protect and enhance collective agreement language
- ❖ Quantify scope of decline in apprenticeship programs

Who will do this work?

- ❖ Local, Provincial and National Union

By when?

- ❖ Ongoing

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ Lobbying at all levels
- ❖ Resolutions at Provincial and National convention

What is the one thing that you would like to see happen?

- ❖ The research necessary to establish the true cost of trades re: in-house vs contracting out.

Summary of Topic Discussion

Community Use of Schools – Nutrition Programs – Save Jobs – Save our Schools

Convener: Katie McGovern

Participants:

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Host:

Katie McGovern

Why is this a priority for our sector?

- ❖ Saving jobs
- ❖ Saving schools

How does this fit with CUPE's Strategic Priorities?

- ❖ Building Community

What needs to be done?

- ❖ Introduction to topics and sharing experiences

Who will do this work?

- ❖ At end, like mentioned it's easier to work with parents and activists – coalition

By when?

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ National – Paul O'Donnell could research federal nutrition programs and send info to locals or coordinating bodies.
- ❖ Save our schools – can use message board to post and share info.
- ❖ National – Paul O'Donnell could circulate info on federal programs for training/re-training adults. May use school boards to deliver. Capital funding for school retrofits and renewals.

What is the one thing that you would like to see happen?

Summary of Topic Discussion

Contracting-Out!

Convener: Anthony Lecaillon

Participants:

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Host:

Anthony Lecaillon

Why is this a priority for our sector?

- ❖ Public (HALTON): All high schools contracted out.
- ❖ Just lost two high schools

How does this fit with CUPE's Strategic Priorities?

- ❖ Improved quality-of-life for more Canadian workers and their families.

What needs to be done?

- ❖ Public awareness campaign (including Trustees)
- ❖ Use: Freedom of Information Act
- ❖ Use: Experience of other locals
- ❖ Use: Provincial and National Brothers and Sisters
- ❖ Attend any pertinent BOARD meetings
- ❖ Joint-campaigns

Who will do this work?

- ❖ Motivated members
- ❖ Commitments

By when?

- ❖ Set goals.
- ❖ Look for windows of opportunity (New school openings).

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ Future updates

What is the one thing that you would like to see happen?

- ❖ The members of our executive be able to put together one absolutely convincing campaign that results in the winning-back of our entire compliment of schools. Also: trades, trucking (couriers), etc. all unionized.

Summary of Topic Discussion

Good Relationship with Management

Participants:

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Scott Clark, Staff, sclark@cupe.ca

Host:

Scott Clark

Why is this a priority for our sector?

- ❖ Saves jobs, promotes better working conditions and wages

How does this fit with CUPE's Strategic Priorities?

- ❖ Pensions, benefits and wages are priorities. We can achieve more success in these matters.

What needs to be done?

- ❖ CUPE National to develop an educational on this topic. Local Unions and management develop respectful workplace policies which includes management/union.

Who will do this work?

- ❖ CUPE's Union Development

By when?

- ❖ ASAP

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

What is the one thing that you would like to see happen?

- ❖ CUPE Education (Union Development) incorporate "effective union-management relationships" in courses or develop a separate course.

Summary of Topic Discussion

Improving Women's Wages

Convener: Cheryl Stadnichuk

Participants:

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Host:

Cheryl Stadnichuk

Why is this a priority for our sector?

- ❖ Annual salaries for 10-month employees (predominantly women) are extremely low because of erosion of hours, low annual days of work, unpaid work and wages inequities

How does this fit with CUPE's Strategic Priorities?

- ❖ Fits into strategy for a living wage
- ❖ Fits into strategy to bargain women's equality

What needs to be done?

- ❖ Increase EI benefits and employer top up for maternity leave
- ❖ Legislated pay equity covering school boards in all provinces

- ❖ Bargaining minimum number of hours per week and days per year
- ❖ Bargain preparation time
- ❖ Bargain access to information on bargaining unit (members by classification, hours of work, benefits, etc.)
- ❖ Bargain layoff provisions of part time before full time
- ❖ Bargain language for regular meetings with trustees
- ❖ Bargain stronger language for temporary and casuals
- ❖ Educate members to stop “working for free”
- ❖ Lobby for proper funding from province to school boards
- ❖ Educate trustees actual annual salaries of 10-month employees

Who will do this work?

- ❖ Locals bargaining agenda; election of trustees

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ In Strategic Directions, next convention, need to take into consideration the goal of \$15/hour is not a living wage for 10-month school board employees.

What is the one thing that you would like to see happen?

- ❖ Bargain guaranteed hours per week and annual number of days.

Summary of Topic Discussion

Mentorship

Convener: Carol Chapman/Rosemary Kostiuik

Participants:

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Joey Lau, Local 15, jlau@vsb.bc.ca

Host:

Carol Chapman/Rosemary Kostiuik

Why is this a priority for our sector?

- ❖ Training, recruitment, retention
- ❖ No training programs
- ❖ Demographics, new staff on their own
- ❖ Strength in Union
- ❖ Supporting our own; critical that position(s) remain in-house

How does this fit with CUPE's Strategic Priorities?

What needs to be done?

- ❖ Networking
- ❖ Request CUPE National to research mentorship models, position descriptions, and effectiveness of programs
- ❖ In order to promote mentoring programs to support, recruit, and retain strong CUPE membership

Who will do this work?

- ❖ CUPE National will research mentorship programs that exist within CUPE and the labour movement

By when?

- ❖ CUPE National will develop a brief on mentorship to be presented by October 2010

What is a mentor?

- ❖ Are there other districts with mentor positions?
- ❖ Provide support for EA's
- ❖ How does this work? How many staff needed to have these positions?

- ❖ Help new staff-resource person
- ❖ How do we start a mentor program?
- ❖ Edmonton – non evaluative
- ❖ BC-Peer-to – Peer Mentor evaluative (consultant)
- ❖ PEI – see need for mentorship
- ❖ Ran a program-peer to peer – no evaluation (social workers)
- ❖ Only as strong as its weakest member
- ❖ Supporting our own – Needs to stay “in house CUPE jobs”
- ❖ Don’t talk to me unless it’s an exempt job – ER

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ There was discussion in group for locals to bring resolutions to National Convention Oct 2009 for CUPE National research mentorship programs.

What is the one thing that you would like to see happen?

- ❖ A research brief from CUPE National on mentorship programs.

Summary of Topic Discussion

Public-Private Partnership (P3s)

Convener: Delalene Harris Foran

Participants:

Rick Leeson, Local 520, rick.leeson@cssd.ab.ca

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Felice LeManne, Local 520, felice.lemanne@cssd.ab.ca

Sherry Bonner, Local 474, cupe474@telusplanet.net

Leann Dawson, Staff, ldawson@cupe.ca

Host:

Delalene Harris Foran

Why is this a priority for our sector?

- ❖ Reducing our bargaining unit – Children’s Safety
- ❖ Government say it’s cheaper but we know in long run costs more

How does this fit with CUPE’s Strategic Priorities?

- ❖ Lower wages
- ❖ CUPE is opposed to P3’s
- ❖ Public Services keep our society going

What needs to be done?

- ❖ Educate the public and our members
- ❖ Change Government
- ❖ Get our members to vote – and needs to participate in Politics
- ❖ Give our kids responsibilities

Who will do this work?

- ❖ We need national support to help with the work on this. We need face to face communication

By when?

- ❖ Sooner the better like now

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ We have been beating this to death
- ❖ Government is buying in
- ❖ Drastic change we have to think outside the box
- ❖ Parents are agreeing because it's more convenient in certain instances – (closer to home)

What is the one thing that you would like to see happen?

- ❖ We have to keep fighting
- ❖ Educate the public
- ❖ National has to put more resources to help the provinces stop this

Summary of Topic Discussion

Public Duty (Service)

Convener: Maureen Larsen

Participants:

Roberta Stocki, Local 3206, rstocki@mts.net

Ernie Zirk, Local 1618, ekzirk@mts.net

Rick Robertson, Local 723, cupe723@telus.net

Alison Pringle, Local 2769, aprangle@viw.sd84.bc.ca

Host:

Maureen Larsen

Why is this a priority for our sector?

- ❖ There is very little language on this and see below

How does this fit with CUPE's Strategic Priorities?

- ❖ CUPE encourages our members to seek public office, yet there is no language protecting and assisting them.
- ❖ Especially part-time elected officials.

What needs to be done?

- ❖ Language to cover part-time elected officials to take time off without pay to attend to public business.
Example: part-time mayor and councilors.

Who will do this work?

- ❖ We need to know this!?!

By when?

- ❖ ASAP

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ Should be negotiated & followed up at Bargaining Conferences?!
- ❖ Maybe a Resolution?

What is the one thing that you would like to see happen?

- ❖ Members should be able to take the necessary time off without pay to attend to public service without undue hardship. CUPE encourages members to seek Public Duty (service), but there is very little language to protect and assist them – especially for small communities with part-time elected officials.

Summary of Topic Discussion

Union Communication/Solidarity

Convener: Frank Ventresca/Gloria Scoyne

Participants:

Susan Hanson, Local 5678, susan.hanson@ucdsb.on.ca
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Brenda Anderson, Local 4195, brendaanderson@hotmail.com
Patricia Gausman, Local 4875, gausman.patricia@nesd.ca

Host:

Frank Ventresca/Gloria Scoyne

Why is this a priority for our sector?

- ❖ Our members need to know who CUPE is and what benefits they have by belonging, by educating our members on CUPE and its structure they can better utilize the resources available to take on local issues. CUPE like a tree – only as strong as its roots.

How does this fit with CUPE's Strategic Priorities?

- ❖ By building stronger sector thru stronger locals it increases bargaining power to win better collective agreements.
- ❖ Increases our effectiveness to better represent members
- ❖ With strong involvement in campaigns we can better succeed in gaining support for the public services

What needs to be done?

- ❖ Locals need to start educating members in order to begin succession building
- ❖ Engaging members in the communication process through technology (websites)
- ❖ Be involved in joint venture (community partnerships-United Way) school based initiatives

- ❖ Site representatives – communication
- ❖ Negotiate language for release time for new member
- ❖ Orientation – on site meetings

Who will do this work?

- ❖ Executive/Volunteers/Committee members
- ❖ Retirees

By when?

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ Pre-convention sector meetings
- ❖ National School Board conference every 2nd year offset National

What Is The One Thing That You Would Like To See Happen?

- ❖ CUPE members being proud and excited to be CUPE
- ❖ Negotiate time off for meetings
- ❖ Succession planning

Summary of Topic Discussion

Workload

Convener: Elwin “Sonny” Kalynchuk

Participants:

Elwin “Sonny” Kalynchuk, Local 474, cupe474@telusplanet.net

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Felice LeManne, Local 520, felice.lemanne@cssd.ab.ca

Delalene Harris Foran, Local 1127, delalene@nbnet.nb.ca

Host:

Elwin “Sonny” Kalynchuk

Why is this a priority for our sector?

- ❖ More square footage
- ❖ Districts lowering standards

How does this fit with CUPE’s Strategic Priorities?

- ❖ Less workers

What needs to be done?

- ❖ Provincial guidelines for cleanliness taking into account after hours users, seasonal (mud, snow, etc.)

Who will do this work?

- ❖ CUPE National co-ordinate with provincial locals to study schools, establish time to do floors, desks, sinks, carpet, etc.

By when?

- ❖ 2011

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ Could go to National with Resolution to make cleanings standards across Canada

What is the one thing that you would like to see happen?

- ❖ Standardize cleaning across Canada for our children. Put pressure on Federal & Provincial for funding.

Summary of Topic Discussion

Bullying

Convener: Jackie Christianson

Participants:

B.J. Savoie, Local 5100, brenda.savoie@granderie.ca
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Del Augustine, Local 1125, cupe1125@sasktel.net

Host:

Jackie Christianson

Why is this a priority for our sector?

- ❖ Belittling staff members, different terminology/definitions/languages
- ❖ Violence
- ❖ Bullying
- ❖ Harassment

How does this fit with CUPE's Strategic Priorities?

- ❖ Violence in the workplace
- ❖ Hours of work

What needs to be done?

- ❖ Building strategic agreements in your policies
- ❖ Making it our own
- ❖ Awareness
- ❖ Make your supervisors responsible for a safe workplace
- ❖ Education
- ❖ Communication within local and other locals

Who will do this work?

- ❖ CUPE, us, management??

By when?

- ❖ ASAP – education/awareness now
- ❖ Language when our Collective Agreement run out

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ CUPE National could put more stories/and information out on the net/newsletters. CUPE National and provincials and individual locals could host more conferences on harassment/bullying in the workplace.

Question – Does OHS in Saskatchewan have the same as OHS in Ontario?

What is the one thing that you would like to see happen?

- ❖ What are the 5 things that you would like to see happen?
 - 1) In tolerance on bullying/harassment
 - 2) Make the administrators responsible for your safe workplace!
 - 3) Treat everyone (regardless of your position) as a human with human right!
 - 4) You don't have to like me but you have to respect my humanity!
 - 5) Respect my right to be treated fairly!

Summary of Topic Discussion

Communicating Between Locals

Convener: Dianne Young

Participants:

Dianne Young, Local 8443, diane.young@sasktel.net
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Tove Lueke, Local 650, tlueke@member.cupe.ca
Brian Blakeley, Staff, bblakeley@cupe.ca
John Vradenburgh, Local 474, cupe474@telusplnet.net
Jim Mullins, Local 955, jim.mullins@members.cupe.ca

Host:

Dianne Young – Local 8443

Why is this a priority for our sector?

- ❖ Information sharing is critical for solidarity
- ❖ We need to know what's going on in other locals
- ❖ Saves time – why reinvent the wheel?

How does this fit with CUPE's Strategic Priorities?

- ❖ Networking
- ❖ Voices being heard

What needs to be done?

- ❖ Ask CUPE National to have an Education Sector section on their website, to which locals could post their newsletters by province/type of education local/etc. (searchable).

Who will do this work?

- ❖ CUPE National webmaster to set up & maintain
- ❖ Locals to send their newsletters to webmaster to post
- ❖ CUPE National would have to advise re: privacy, issues etc

By when?

FOLLOW-UP

Is there any follow-up on this topic that could happen at convention or elsewhere? By whom?

- ❖ Launch at convention`
- ❖ Locals given opportunity to bring 50 copies of their newsletter to be available at the National Convention “gallery”
- ❖ More educationals on newsletters and websites.

What is the one thing that you would like to see happen?

- ❖ Database of newsletters



What did women talk about?



Cheryl Stadnichuk, staff, and Sheila Bindig, Saskatchewan representative to the National Women's Committee (NWC), opened with introductions. Deb Taylor (BC representative, NWC) and Lori MacKay (PEI representative, NWC) provided a brief report on the recent National Women's bargaining conference. Women also reported on activities in their local/region for International Women's Day.

Sisters recommended the following proposal for action:

- ♀ Develop resolutions for upcoming division conventions as well as National convention, calling for increases in EI benefits to be higher than 55% of earnings. This is especially important for women in the school boards sector, who often do not have EI maternity top ups, and with low salaries could not survive on EI benefits for maternity leave.
- ♀ Question: Will CUPE National develop a **new** International Women's Day poster?



HOW DID WE DO ON OUR FIRST 'GREEN' STEPS?

We have a few more steps to take to make our environment audit accurate and comprehensive, however we were able to make a few approximate calculations with Environmental Defense's on-line calculator:

- ♻️ The truck we did not need to transport documents and materials from Ottawa to Regina eliminated 2.24 tonnes of CO₂ emissions
- ♻️ Our paper reduction approach:
 - ! Saved one tonne of wood, or the equivalent of eight trees
 - ! Saved 15 million BTUs of total energy
 - ! Saved 2,276 pounds or 1032 kilograms of carbon dioxide
 - ! Saved 7,403 gallons or 28,023 litres of wastewater
 - ! Saved 874 pounds or 396 kilograms of solid waste from going to landfill



Summary of Day 3: March 4, 2009

What powers you up and what will you act upon?

Some key points:

- ✚ We finally held a schools sector meeting and now we need to work together to make it work, to meet every two years and we need to get support from our locals in our provinces to make this happen.
- ✚ This conference powers me up. This began with our success in coordinated bargaining in Ontario. Where do we go from here? Keep communication open, continue our successes, and build on that together.
- ✚ J'ai fait partie de l'atelier bilingue hier où nous avons partagé de nos bonnes idées, particulièrement au Québec. Distribuez nos listes de courriels, connectez avec consœurs et confrères au Québec. Merci.
- ✚ I get wrapped up in my own problems, and here I run into like-minded individuals and it gives me strength to carry on.
- ✚ I am powered up because I attended the bullying workshop yesterday. It's a big problem and not part of our job to be abused in the workplace. Now I will reach out across Canada to share my documents with everyone.
- ✚ What I took away is that we get wrapped up in our issues about what's right and what's wrong. We try to be appropriate with the employer, trying to work on this and that but now I know that, excuse me, Employer, it's *your* job to give us a safe workplace!
- ✚ A number of people have been talking about provincial strategy for bargaining. Down the road, we need national standards for our classifications. I am not talking about standardizing credentials or qualifications, but what we should see in our contracts across the country. When we leave here, minimally, is a national solidarity pact with each other, so when we are in a strike position, we can have email blitzes, etc., to make sure that we get emails across the country that we should get good contracts. How can we share our email lists, we need those so we can support each other, on a go forward basis.
- ✚ I attended the workload workshop yesterday, and it is apparent to me that we all work in education, but none of us have problems that are different. We are worked to death with staffing cuts by our employers. Issues of solidarity: solidly overworked, and solidly unpaid. Sister said come together, because together we can fix the problem. Solidly we are being underfunded. We need to fight back. We need statistics from National, such as limits for square feet for cleaning. We must be willing to fight together and fight back.
- ✚ I am thrilled with the Canada School Boards' list serve. This will help us to continue being in communication with each other- an awesome way to stay connected with each other.
- ✚ We are overworked and underpaid. I am powered up, everyone doing the same thing across the country. At the same time I feel overworked by CUPE as well, as president of my local. We rely on National for the tools and to move forward we need more staff reps. This meeting is a power up, a great mechanism, but we need a further.



I understand the issue of under resourcing. I represent other sectors of CUPE (besides education sector). I got a wake-up call when working with municipal sector and social services. We are in a superior position because we have pay equity, a job evaluation plan without increment steps. We have many resources that we do receive; we have excellent communications and research. It's hard with our rep trainees who sometimes don't have the experience but we do have great services. National's commitment to coordinate bargaining made our membership stronger. Yes, we have a lot of problems, but by far, we have better collective agreements and a better structure.



Yesterday we hosted a workshop on union solidarity and communication. The ideas were phenomenal. Communication is needed and must relate to the workplace specifically, or members will get lost. It will create an opportunity to see what's happening across Canada. Ideas for communication: bylaws, collective agreement language, new member orientation, newsletters. Union solidarity is important and we need to listen to our members. CUPE should also be out into the community, in coalitions, lobbying all levels of government. CUPE is like a tree, and is only as strong as our roots. We are the grassroots. We need to do education on who CUPE is and what we stand for.

We need an education sector link on the cupe.ca website, a place to post newsletters. We need to build partnerships with other groups, especially teachers. If we are going to build true strong community support, then we need true strong positive relations with teachers.

Feedback from Union Development: On the cupe.ca website, there is a link for education. The question is how it can be used and improved. We need to work with servicing reps, communications and research. Union development has courses on building coalitions, such as with teachers, and workshops on creating local websites, and other communications tools.

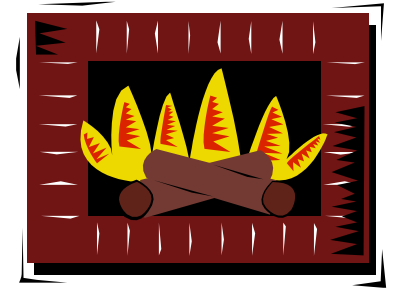
Feedback from Research: Some technological challenges with the list serve in posting large pdf documents however it is an excellent vehicle for communicating and we should test it to see if it meets our needs. We can exchange information, newspaper articles, local newsletters and talk about campaigns and other strategies.

- We might need a webpage dedicated to us. I will meet with Director of National Services, who is also here at this meeting, to see what resources can be mobilized to help us communicate.
- I am in regular contact with each staff coordinators working with provincial locals and committees; we hold regular conference calls, a conduit from national to the local level. My hope coming out of this meeting is to inspire each other's work and I am going to act on this.
- Finally, a reminder of the national sector meeting on the Sunday morning before National Convention, another opportunity to come together and focus on this sector. Encourage your locals from this day forward to attend if you can.

Summary of Day 3: March 4, 2009

What have we always wanted to ask our National Officers? Fireside Chat with Paul and Claude

A review of questions on staff attrition, particularly retirement of servicing representatives; mentorship programs; injured workers committee possibilities; resourcing local elected leaders; local autonomy; appropriate funding to schools and school boards; communication tools. Synopsis of the main themes from the meeting included: advances on gender equality and sexist job classification, remuneration; living wages and implications for the schools sector; sound environmental advances and greening our union; bargaining power and local autonomy; opportunities for sector-specific collaboration.



Closing thoughts...



Claude Généreux commented on a recent article in a Montréal newspaper about education. He highlighted that in the past five-years, 240 schools have closed in Québec due to a mobile and diminishing population. He left us with the questions: How do we maintain public education within the community? How far have we come, and how much do we still have to do?

Claude felt inspired by Barbara Coloroso's presentation as he reinforced the need to break the cycle of violence and to bring her inspiring words into our workplaces and all areas of our lives.

Next, Claude underscored that the next step for our sector is a stronger collective commitment for coordinating bargaining goals to ensure living wages, decent working conditions, and pensions and benefits for all our sisters and brothers.

Finally, Claude left us with a 'Beginning', a beginning of a national dialogue among our sectors to build our national sectors and to harness our collective, national potential.

Kevin Rebeck thanked the delegates for their energy at this first national sector meeting. He also left us with a challenge: Dennis Omeasoo reminded us that stories are echoes of those you have gone before us. Kevin reminds us to be the echo back to our local. More work is required to move us forward. He proposes that we choose one person for within our region to commit to staying in touch.





Wondering

- ? Is there a workload survey for administrative assistant's (secretaries) available from any research office similar to the EA workload survey in B.C.? If not, is it possible to receive a copy of the EA survey?

Dianne Mackenzie, CUPE 1770, PEI School Board
dmmackenzie@edu.pe.ca

- ? **Re: male and female custodial vs. clerical**

Is it possible to have two models of CUPE's Joint Job Evaluation criteria? It is gender neutral so isn't totally applicable to the clerical segment. We would like responsibility (example bookkeepers and money they collect and take to the bank) to have more of a weighing than lifting, carrying, hazardous chemical etc.

- ? In other provinces, do 10-month employees get credited for 1 year pensionable service? In Saskatchewan, they do. What about other provinces?

Cheryl Stadnichuk, Research Representative, Saskatchewan - 539-0446

- ! Local 593 – Mission. No. In mission we only get credit for the 10-months we work. Some EA's believe they will never be able to retire.

Margaret Weiss, EA Shop Steward, Local 593, Mission School District #75

- ! Council 1253, Province of New Brunswick – have an article in the contract, 10-month employees bus drivers get a year for a year

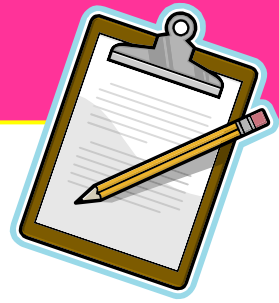
- ? Which locals have been successful in “contracting in” past “contracted out” positions? How did you accomplish this? Please contact local 4222 (Thames Valley District School Board #11) delegate to share information.

- ? How has your local dealt with trades retention in your board and how was this achieved?

- ? Would any locals be interested in exchanging their union newsletters/newspapers with our local 4222 (Thames Valley District School Board #11)? Please leave email address: cupe3550@telus.net.

- ? If whatever happens was supposed to happen...then what didn't happen wasn't suppose to and what might happen might not happen...what's happening?

What did we think of it all?



Evaluations

- ✓ I would suggest that you provide a “note taker” for the working groups. We had many members speaking with great ideas and I felt that some of this information was not written down! Also have a staff representative sit in and assist with the working groups.
- ✓ The overall conference was great. The workshops were good. Although I wanted to attend two groups that were on at the same time. Band was great! Delegates were very friendly!
- ✓ World Café and Working Groups were interesting (varied experience added to discussion) giving individual leadership within the session was a very empowering idea!
- ✓ What powers me 😊 Continued successes I’ve heard throughout the conference
- ✓ What powers me 😊 to keep National School Board meeting ALIVE! (on-going basis)
- ✓ Engage our members...through better communications
- ✓ T-shirts or sweaters should have been offered to members
- ✓ I’m not sure if preaching to the choir is the most beneficial use of this time.
 - I’m not sure if calling on “National” as the be-all, end-all solution to problems is realistic. Look within, you’re on your own
 - The “wheel” in many cases, has been invented. I need to know how and where to find the information to prevent me from re-inventing it
 - Barb Coloroso made me think. It’s Wednesday and I’m still thinking about it
 - Regina Inn should/could buy some sturdier tables, yikes, don’t lean on it
- ✓ This was an awesome conference. It was so good to talk to people with common concerns. We should do this every two years. Thank you, thank you. P. Hollingshead, VP local 1618 (Sunrise School Division)
- ✓ Please put member’s province on name tag
- ✓ Great insight into how other provinces deal with similar problems/issues
 - A+ when it comes to reduction of paper and waste (going green)
 - Imperative that we can continue meeting with our sector nationally every two years
- ✓ Positive way to develop session ideas from the group so we can attend what is of most interest to us.
- ✓ If provincial wide benefit plan saves money perhaps our board can pay LTD for 100%.
- ✓ For next time: a break-out session along job lines i.e. EA’s, secretaries, maintenance, etc. to discuss common issues and differences in work issues – successes and challenges, trends, etc. I was hoping/expecting a session like this.
- ✓ Scheduling the conference in the opposite year to the National Convention would be beneficial to budgeting for smaller locals. Allowing them to attend. Good start for S.B. Conferences look forward to next one.

What did we think of it all?



- ✓ More motivational videos, movies, presenters. At some times it was a bit dry, even if we had some music, or other activities to get us “Powered Up!”
- ✓ Coffee shop format was great!
 - Barbara Coloroso – AWESOME!!!
 - Working Groups – really informative – working together works
 - Next time: if time permits – it would be nice to have break out groups of like classifications to meet and discuss common issues and successes
- ✓ Should have been another day for people to connect move or even rest of today Wednesday
- ✓ Focus specifically on bargaining at these meetings
- ✓ Great conference! Barbara Coloroso was a fantastic speaker! Thank you for bringing her to this conference. The format as very good – sessions were informative.
- ✓ Conference should have been longer, too little time to discuss topics
- ✓ I would like to see break out groups by classifications at the next conference. Break out groups questions perhaps could put questions forward when we register so the questions are prepared in advance and we can sign up for our break out sessions when we arrive. Less confusion re: which room? Which question do I want to discuss? It would give us time to decide which discussion group we would benefit more from. As a local we could decide what sessions would we benefit more from and each member would attend one session.
- ✓ CUPE local 1522 (Lord Selkirk School Division #11) enjoyed this Power UP! Meeting. We think that it was well put together. We appreciate the green theme. We liked the choices off the board, so we could choose which sessions we could attend. Next time could you please put the provinces on our name tags.
- ✓ On name tags should have province and local number on them
- ✓ Very interesting conference
 - Barbara Coloroso was an excellent speaker!!!
 - Appreciated all efforts to have a green conference
 - Prefer not to receive the cotton bag
 - I liked the small group discussion and when we moved from table to table in the big group
 - Interesting to find out what is going on in different parts of the country
 - Suggestion: put province on name tag
 - Appreciated the positive mood of the conference
 - Liked V8 Fusion drinks
 - Signing up for breakout groups ahead of time would have made for less confusion but great idea for the topic sessions to come from members at large
 - Important to start every session on time. Once you start late, more and more people are late for the next sessions because why be on time when you sit for 15 minutes?

What did we think of it all?

- At the beginning of each session ask all people that plan to visit at their tables, to leave!
They are being rude to the speakers and disrupting all around them!
- ✓ Great conference – informative, great communications, how to communicate
 - Loved Barbara Coloroso – great choice
 - Great lunch
 - Overall, really enjoyed and looking forward to the next one. Great Job 😊
- ✓ Next time please please have classification groups i.e. Admin assistants, EA's, custodial, etc the opportunity to meet together and discuss common issues contract gains, perhaps by regions
- ✓ For the breakfast this morning we should have had the men with us. Everyone has issues; the point of conversation should have been open to all members *communication*
- ✓ A map in our packages informing us where some restaurants are, grocery stores, etc. I noticed the map taped up on to the wall – but wasn't until Tuesday
- ✓ I felt the presentation by the researcher to be too dry, long and information overload
- ✓ A fellow info geek says thanks for the info!
- ✓ Thank you for bringing Barbara Coloroso to this conference. She was energizing and right on target with realistic and do-able examples and strategies.
- ✓ Hotel worked very hard to make the rooms, food, etc serve us well!
 - Not crazy about the World Café style meeting. The questions and answers depend so much on the strengths/weakness of the group experiences etc.
 - Looking forward to the compilation document
 - Awesome speakers
 - As always, great networking opportunities
 - Green! Green! Green! Awesome!
- ✓ This meeting was very well planned and organized. I have learned a great deal. The best part was our group session where all custodians met and expressed the same concerns. I hope to attend more of this type of communications days. Thank you.
- ✓ Green is a beautiful color! And lighter on the suitcase for the return trip home 😊
- ✓ Would have liked more breakout sessions like this afternoon, including break out by job descriptions
- ✓ Try to limit speakers to 30-45 minutes max. Speakers here spoke to long
- ✓ Longer and one day more
- ✓ Too much Barbara Coloroso! – too long, two was too much repetition
 - Too little time to talk with one another (number of workshops should be increased)
 - #1 victory – we were at own table (we know everyone) move us around next time
 - Time set up for workshops 2 and 3 not good; too much in session 2 not enough in #3
 - Need format to hear what's going on across Canada depending on the workshop whether happened or not

What did we think of it all?

- ✓ Great conference, well organized
 - One thing that I really thought worked well was the process that was used to create the Tuesday afternoon discussion groups. Because the topics came from the delegates they were pertinent.
 - The location of the conference was fairly central. The facility was good. There was a great deal of good work begun. Hopefully we will follow through with the initiatives that were discussed
 - Suggestion: the name tags should have the province.
- ✓ A warm hearted welcome from all. Thanks Dennis Omeasoo.

POWER UP!
In Cuba



- ✚ Finally, we would like to extend an invitation. We invite all participants to the Regina 2009 National School Boards Meeting to send in your photographs with your POWER UP! bag. Whether at work, in your community, with family and friends, or on vacation, we will collect your photos and create a collage for National Convention 2009. Get creative and have fun! Please send photos to: podonnell@cupe.ca. As you can see Paul got us started!