



## Quick Update for December 6th, 2022

**We Voted Yes, Now What?** – I'm sure you're all well aware by now that our Central Agreement was approved by 73% of those that voted in our ratification vote. So what happens now? Well, there's a few things that need to happen. The Council of Trustees Association (CTA) still needs to approve the contract, before December 19<sup>th</sup> as per the terms of the agreement.

Because I'm not a part of "that" Facebook group, I don't see some of the comments and questions but I do have some of them screen shotted and sent to me, but usually not for good reasons. And just an off topic reminder that those same screenshots that are sent to me can just as easily be sent to management so please be mindful of your comments while on a public social media forum, especially if you're posting while at work, using the employer's internet.

**When do we get our retro pay?** Not likely until early in the new year. Your bargaining team met with the employer yesterday for a full day after not meeting since early October due to strike issues and job action. Retro pay will be paid once we have completed both Central and Local bargaining and both pieces have been approved. As of right now, we have one day in January (January 13<sup>th</sup>) booked with the employer for bargaining but informed them yesterday that we were open to any dates they have available. They have 9 different labor groups to bargain with so dates can be hard to come by, making it a slow process at times. Once we finish local bargaining and have a tentative agreement for members to vote on, we'll have a special meeting just for that purpose. According to the Central Agreement, after both pieces are approved, there will be 30 days to process all retro pay due to members.

**When will Local bargaining be finished?** That's a very good question. After yesterday, your bargaining team will be meeting next week to discuss responses to some employer proposals and finish up any remaining proposals our team feels we need to make on behalf of our members. Right now, we only have one date booked in January but are hoping for more. The hope from your bargaining team is that depending on any remaining proposals that the employer plans to make that we can finish up our local bargaining within another 3-4 days of bargaining.

**What will my retro pay be?** The \$1 per hour increase will be effective as of September 1<sup>st</sup>, 2022. All hours worked since September 1<sup>st</sup> will qualify for the increase – regular and overtime. Members who were absent from the workplace on November 4<sup>th</sup> & 7<sup>th</sup> for the political protest will also be paid for those two days according to their regular hours. Full time permanent members can expect retro pay of \$40 per week since September 1<sup>st</sup> – less taxes of course.



**December 5, 2022**

**Following 170 days of negotiations, your OSBCU Bargaining Committee brought a tentative agreement back to you, the members. A record number of you used your voice - 41559 members participated - 76% of the membership!**

**30330 members - 73% voted to accept the tentative agreement  
11,229 - 27% voted to turn down the agreement**

**For the first time in a decade, education workers have achieved a collective agreement that did not impose terms through legislation**

**We have seen unprecedented member engagement. It is this engagement that will continue to hold this government accountable and continue to fight to improve our publicly funded, publicly delivered education system.**

**Gains are not won at the bargaining table alone. Today we recommit to fighting alongside our allies & communities to demand more.**

**In solidarity,  
Your OSBCU CSCSO Bargaining Committee**

**Daycare shift coverage** - Just to clear up some misunderstandings about coverage in schools with daycares. The expectation is that except for the head caretaker, EVERYONE on staff takes turns rotating to cover the later daycare shift on PA days and non-instructional days like we have coming up for the Winter Break. Just because you don't want to don't think you should have to isn't a reason. Yes it may mean you need to rearrange some other pieces in life, but that's what fair in the workplace is that everyone takes their turn doing the late shift in schools where there is a daycare. There's 6 days of coverage in the upcoming Winter Break so unless someone wants to work all the late shifts because it suits them better – those 6 shifts need to be split up fairly between everyone. Better you work it out for yourselves in your school than having your FOS dictate who's working what late shift.

**Afternoon / Weekend Supervisor Support** – After 4pm during the week or during weekends, please call the “On Call” Supervisor. They can be reached by calling (905) 667-3079 Please make sure this number is posted on your caretaking bulletin board.

**Who’s Doing What?** - Along with other duties and responsibilities, your Executive & Steward members have roles that they fill for our membership and areas that they focus on to lend a hand when needed. When you reach out to one of our Executive or Stewards, please just call one person. We’ve had many times recently where someone has called half a dozen people asking the same questions and wanting information. This creates a lot of confusion and having multiple people calling the employer for information on the same issue can be incredibly frustrating so out of respect for the time our people put into looking after things, once you have contacted someone please let them do their jobs and help you while others are free to help other members.

Pat Cumbo & Dave Dickhout – all WSIB, return to work and accomodations with the HWDSB Wellness Team

Pat Amatangelo – Rental and EasyConnect issues

Darlene Barrick – Social Committee & Women’s Committee issues and ideas

Dave Dickhout – Collective Agreement & Discipline issues – overtime, HR meetings, investigations, etc.

Michelle Madley – Training course issues

Darren Kerr & Pat Amatangelo – posting & successful applicants issues (if you believe you have missed out on being named successful for a posting due to seniority issues please email Brenda Maxwell in HR and copy Darren or Pat as well)

Dave Winger, John Thompson and Dave Wardell – scheduling issues related to cleaning sections. Please note that unless your school has had renovations that have added to or taken away from your school, sections are unlikely to change as they are all based on number of minutes of cleaning in each section.

“My life is a stereo, kinda cheaply made though.....”

Cheers,

Blake