

CUPE 4153 Update

June 4th, 2025

Nominations & Elections

Thanks to actually having quorum at our last meeting, we were able to take nominations for electable positions. We will be having an online vote later this month - details to follow - and here's the positions and candidates that will be on the ballot. I want to thank everyone who allowed their names to stand in the election - it's not easy to put yourself out there knowing that you might win or lose. I'm posting the names of candidates in alphabetical order so please don't read anything into who I'm supporting and voting for. **Candidates are encouraged to submit an election flyer or letter to the Election Committee for approval and it will be posted on the Local website for members to read and consider for their vote.**

For anyone not wanting to read the job descriptions of the elected positions before voting for someone - here's the Coles Notes version (if you're old enough to remember what that is.....)

2nd VP - fills in for President if the President and 1st VP are away. Acts as a go between from the Executive to the Health & Safety Committee.

Chief Steward - is responsible for holding the employer accountable over Collective Agreement issues - investigations of members, grievances and disciplines.

Steward - responsible for supporting, advocating for and interacting with members, answering questions about workplace issues and the Collective Agreement

Negotiation Committee - responsible for working with members to develop proposals and negotiating with the employer about terms in our Collective Agreement for our members benefit

Candidates

2nd Vice President - Chris Cosby, Jennifer Stokes

Chief Steward - Chris Cosby, Laurie Penner

3 Year Trustee - Shelley Livingston (acclaimed, no election needed)

Steward - Stephen Clarkin, Glenn Paul

Negotiation Committee (5 members needed) - Pat Amatangelo, Jason Atkinson, Ivo Biancucci, Deshawna Charland, Chris Cosby, Kristin Cox, Marilyn MacAloney, John Moning, Jennifer Stokes, Doug Thornberry

Casual Staff Filling In

Now, last update I took some flack about this part of the update. I was told I was being too hard on casuals and picking on them. I will apologize for the upset that caused - it wasn't the intention. We need our casual members to fill holes in the system so permanent staff can do their normal jobs. Casuals pay the same dues as permanent staff and matter just as much to the overall operation of our schools as anyone else. So let's try this piece again and I'll rephrase some of my comments.....

So when ~~casual~~ members are filling in for ~~permanent staff~~ an absence, they are in essence that person. It seems that a bit more frequently lately we've had some disagreements between members in some schools especially when it comes to outside garbage pickup. If the whole team goes to clean a cafeteria - everyone goes. If the team goes outside to empty garbage cans and pickup random debris - everyone goes. It's not doing anything for a member's personal reputation or the Local as a whole to pick up a replacement job, show up and sit while everyone else is out working and say "I don't think I have to do that" and sit watching a phone screen for the next 45 minutes.

Bottom line is this - we all get paid to do a job so best thing to do is just show up on time, do the job, leave at the right time.

PD Day Sign Up Is Open Online!

Thanks to our PD Day Committee, things are rolling and happening fast! The sign up is now open online and the Committee has come up with a few documents that will help you get signed up and attending instead of working! And we'll feed you! And you get paid like you're at work scrubbing and waxing floors!

When - July 4th, 2025

Where - Sherwood Secondary

What - a day to meet members, see some old friends, learn a few things, breakfast and lunch provided

Flyer and help document are attached with this update to get you signed up! Get into the courses you want by signing up quick!

Supplies

Make sure you're getting your supplies list together and planning for summer cleaning and September start up! The deadline is coming soon!

OMERS

For most of us retirement is a long ways away and we dream about it. What we'll do, what hobbies we'll have and all the cool things we can do when we don't have to work. Well, a big part of that is being prepared with your finances. For many people, a pension is a golden egg - a little bit of each pay is taken and invested for you and when you retire - you have a bunch of money to pay for whatever it is you want to do. We expect that the people doing the investing of our money are doing a good job and not overcharging us for their work.

Here at the HWDSB, we pay into OMERS once you have a 20 hour position. OMERS is the Ontario Municipal Employees Retirement System. It provides pension investments and services for over 600,000 people across Ontario including us. Well, OMERS leadership are trying to screw around with your pension contributions and it's time to organize and tell them to keep their grubby, dirty hands off! You can sign the CUPE petition by following the link below so you can feel safe that your pension contributions are being invested wisely and that the returns and fees are in line with other pension funds across the country. <https://cupe.on.ca/saveouromers/>

OSBCU In the News

With the introduction of the Supporting Children and Students Act, 2025 and Bill 5 once again good old Dougie and his band of winners at Queen's Park now have another 4 years to try and swindle Ontario out of resources and finances and pass them along to their corporate buddies. Listen, we work in the public system - this all affects us in some way or another. Education budgets are being lowered when we need the opposite. Indigenous tribes and members are being disrespected while being threatened that land and rights will be taken away from them for big business. Here's a few recent news articles for those interested in issues that could affect your job in a big way.....

<https://financialpost.com/pmn/business-wire-news-releases-pmn/osbcu-responds-to-new-education-legislation-police-in-schools-wont-fix-an-understaffed-underfunded-system>

<https://www.cbc.ca/news/canada/toronto/bill-5-protect-ontario-by-unleashing-our-economy-act-guide-1.7542478>

Attachments

Attached with this email is an opportunity to win some cash from OTIP by simply entering a contest and there's also a memo from one of the best researchers I've come across in CUPE - Dan Crow jumps in to analyze and give some insights on Education funding in Ontario.

As a final thought today I wanted to echo some comments and thoughts that have been shared with me. Being part of "the union" is basically a volunteer position. If you don't like helping people - don't get involved because you're going to have your motives questioned and likely be told you're a piece of s*** at some point from someone who didn't like what happened at work or it didn't happen fast enough or any other multitude of reasons that day.....

The people who volunteer for being Stewards, Executive, Health & Safety Committee members or anything else to do with the Local don't do this for the money, fame or perks. Because there aren't any of those things attached with any of our positions. They do it because they want to help. BUT it's easy to get fed up even when helping people because of their attitude. If you need help with an issue in the workplace and an elected rep tries to help and asks you to make a phone call or send an email - work with them for a good outcome. Yelling at someone over a phone and telling them that you pay dues and you expect them to do this for you isn't gonna get you anywhere but hung up on. We all pay the same dues and we don't work for you - we represent, advocate and bargain for you.

Our personal time is just as valuable as yours. Our families rely on us the same as yours does. If we mistakenly miss a meeting - it happens from time to time. If you don't get a response to an email within your personal time frame - try a reminder before verbally exploding at someone. We're human, not machines without feelings or emotions. I've been called some nasty stuff while in this position and had some doozy rumors floated around about me and I've learned to deal with it

because being in this position does come with added responsibilities over others. There's truth to the old saying "the higher the position, the sharper the knives".

Nobody offering to help out should want to leave because of how they've been treated while offering assistance to someone who has little to no clue on what to do next about a workplace issue, investigation, allegation or discipline.

If I can leave you with anything this week - in a world where people think if they yell or complain loud enough they'll get what they want - in a world where ridiculous demands are seen as completely reasonable - in a world where there is little to no personal accountability or responsibility for your actions and you can just blame someone else - let's have our workplace be better and different than others going forward. Let's value each other - give more compliments than criticisms, smile more than scowl, say thank you more than f*** you.

Let's all work together to strengthen and grow our Local and work together so we can all get ahead!

Cheers,
Blake

**COME
JOIN
US!**



**CUPE
4153**

STRONGER TOGETHER

THE ANNUAL
Pd Day
**SHERWOOD
SECONDARY**

4

July
2025

6:30-
2:30

25 HIGH ST
SIGN UP IN PD CATALOGUE
MAY 15-JUNE 6

COME JOIN US FOR A FUN, INFORMATIVE DAY!
CAN'T WAIT TO SEE YOU THERE!

PD Day Registration Instructions – July 4/2025

1. Log into your easy connect/apply education
2. At the top of the page or in the drop down menu you will see PD & Events, click there and select PD Catalog from the drop down menu.
3. Type in the search CUPE. You will then see a list of CUPE PD Day event.
4. Click each event and register. You will register for 4 events in total.

Please register for the events in the following order

1. CUPE PD Day Registration July 4/2025 (Event # 28761)
2. CUPE PD Day Breakout Room 1 Selection (Event # 28762) – Sign up for one class
3. CUPE PD Day Breakout Room 2 Selection (Event # 28764) – Sign up for one class
4. CUPE PD Day Breakout Room 3 Selection (Event # 28766) – Sign up for one class

PLEASE MAKE SURE YOU SIGN UP FOR ALL 4 EVENTS

PLEASE MAKE SURE YOU PICK 3 DIFFERENT CLASSES

SIGN UP WILL CLOSE JUNE 6th NO EXCEPTIONS – OPEN TO ALL CARETAKING STAFF – IF YOU ARE NOT REGISTERED YOU MAY NOT ATTEND PD DAY

Come join us for a fun day! Can't wait to see you there!

If you need any help signing up please don't hesitate to email or call Laurie Penner or Kristin Cox

ONTARIO REGIONAL OFFICE – BUREAU RÉGIONAL DE L'ONTARIO

80, promenade Commerce Valley Drive East/Est, Markham, ON L3T 0B2

Tel.: (905) 739-3999 Fax: (905) 739-4001 / cupe.ca / scfp.ca

MEMORANDUM

To: OSBCU, all Ontario School Board locals and Staff Servicing the School Board Sector

From: Dan Crow, CUPE National Researcher assigned to the Ontario School Board Sector

Date: May 27, 2025

Re: **2025-2026 Core Education Funding Announcement**

Last year the Ministry of Education changed the name of the Grants for Student Needs (GSN) to Core Education Funding (Core Ed). Although there were some superficial changes to the funding formula, Core Ed is fundamentally the same funding formula as the old GSNs. The 2025-2026 Core Ed announcement does not include any substantial changes to the funding formula. It is the same inadequate model that has been used by provincial governments going back to 1998.

Total school board funding for 2025-2026 is projected to be approximately \$30.3 billion, an increase of approximately 3.3% over 2024-2025. However, enrolment is projected to increase by approximately 0.6%, which means that nominal per-pupil funding is only increasing by 2.6%. When inflation is factored in, real per-pupil funding is only increasing by 0.3%. Although this is a slight variation from the trend of real per-pupil cuts to funding, such a paltry increase is insufficient to meet existing board needs.

The majority of this newly announced funding is to cover the cost of negotiated wage settlements for CUPE education workers, and arbitrated decisions for teachers and some other education workers groups. The average increase to CUPE members' hourly wages in 2025-2026 is approximately 3.11% (based on the \$1/hour increases in the 2022-2026 agreement and the Bill 124 wage adjustments). Teachers' salary increases are 2.5% for the upcoming school year. All this is to say that almost all of the alleged increase in funding is to cover commitments the Ministry has already made.

Overall, this funding announcement does not provide boards with the funding necessary to fix the understaffing crisis. It does not provide boards with the resources to address the systemic deficits that boards confront. This is not good news, but it is not unexpected.

.../3

MARK HANCOCK

National President/Président national

CANDACE RENNICK

National Secretary-Treasurer/Secrétaire-trésorière nationale

PATRICK GLOUTNEY, FRED HAHN, SHERRY HILLIER, GINA MCKAY, KAREN RANALLETTA

General Vice-Presidents/Vice-présidences générales

Summary of Announcement

Overall, there were no substantial changes to Core Education funding this year. There were no major policy announcements, or funding initiatives. There is no new funding to assist school boards that are in deficit this year and/or at risk of being in deficit in 2025/2026. There is nothing to hire more education workers (in all classifications) to fix the understaffing crisis that has been undermining the education system.

- Total Funding is projected to be \$30.3 billion. Almost all of this is accounted for by the increase to benchmarks for staffing based on year four of the negotiated agreements with all unions (2022-2026).
- Student transportation funding is increasing by \$81.4 million (a 6.3% increase).
- The non-staff benchmark for the School Operations Allocation is increasing by 2% (roughly the projected rate of inflation).
- Some technical changes to some calculations were announced but will have negligible impact on boards' ability to fund CUPE positions.

In addition to the Core Ed funding, the Ministry is also continuing the practice of including time-limited funding for some initiatives or special projects. This year they are calling these Responsive Education Programs (REP) and Funding for External Partners (FEP), which will amount to approximately \$420.4 million in time-limited funding. Highlights of this include:

- Funding to hire teachers for literacy, as well as to purchase Ministry approved tools, licenses and resources for reading programs (\$99.5 million).
- Funding to hire math “facilitators”, Math Leads, and other resources to support STEM (\$71.4 million).
- Supports for Vulnerable Students (\$50.1 million): includes supports for summer school 2025, transportation supports, creating employment opportunities, a graduation coach program for Black students, and supports for students with disabilities.
- Mental Health (\$25.2 million): services and supports spread over a number of initiatives.

Key Takeaways

- This is a status quo announcement with no new funding to make up for years of understaffing and underfunding.
- Apparent increases to funding are almost exclusively the result of negotiated wage settlements that are above inflation for the 2025-2026 school year.
- The Provincial budget (released May 15, 2025) only projects that the total Ministry of Education funding will increase by \$100,000 in 2026-2027 (0.24% increase) and \$200,000 in 2027-2028 (0.49%). Currently, the Ministry is not signaling any intention of fixing the underfunding crisis in Ontario schools.

- It is unlikely that the Core Ed funding announcement will change school boards' positions on announced job cuts, exacerbating the understaffing crisis in schools.

If your local is facing job cuts, reach out to OSBCU and the School Board Sector Team [Martin Coursol and Jennifer Barnett (coordinators), Shannon Carranco (communications), Sarah Declerck (mobilizer), Alex Hunsberger (legal), and Daniel Crow (research)]. Together we can work on a plan to fight back against cuts that includes a combination of central disputes, member mobilization, parent engagement, and public facing messaging to promote the kinds of schools members, students and parents deserve.

In solidarity,

A handwritten signature in black ink, appearing to read 'Daniel Crow', written in a cursive, flowing style.

DANIEL CROW
CUPE National Research Representative
Ontario School Board Sector



Ready, Set, **WIN!**



Enter to win our monthly prize of **500 cash**
and the grand prize of **\$10,000 cash!**

[Enter now](#)

No purchase necessary. Open to all active and retired Ontario education members. Must be an Ontario resident, minimum 18 years of age to enter. Contest closes December 31, 2025. Selected winners must correctly answer a skill-testing question. Full contest rules at www.otip.com/contest-rules. Odds of winning depend on entries received by the draw date for the prizes.