

CUPE 3906 **BARGAINING** **BULLETIN #6**

AUGUST 12, 2010



BARGAINING SUSPENDED **UNTIL EARLY NOVEMBER**

Your bargaining team and the Employer met in mediation on August 9th. In light of ongoing issues at the provincial level (outlined below), both sides mutually agreed to suspend bargaining until early November. Details of the agreement, and the practical implications for unit members, are outlined on the next page.

WHAT IS HAPPENING AT THE **PROVINCIAL LEVEL?**

On March 25th, the provincial government introduced legislation as part of the 2010 Budget. This legislation, The Public Sector Compensation Restraint to Protect Public Services Act, froze the compensation of non-unionized public sector workers for two years. Legal opinions sought by CUPE and other unions were quite clear that the legislation did not apply to unionized workers.

At the same time, the government made it clear to Employers that there was an “expectation” that they would enforce the restraint policy by bargaining collective agreements that included a two-year compensation freeze. CUPE later confirmed that the Province had no plans to claw back funding of institutions that reached agreements outside of this framework, but other questions about its expectations persisted.

On July 20th, Ontario Finance Minister Dwight Duncan called a closed-door meeting with union leaders and employer representatives in an attempt to clarify the province’s position. The Minister re-iterated the province’s “expectation” around compensation, and requested that all public-sector bargaining

be “paused” while the province undertook a “consultation process” with the stakeholders involved.

This “consultation” process is taking place in three phases. The first phase began August 9th and includes representatives from OPSEU, SEIU, CAW and University Faculty represented by OCUFA. Because this phase will include topics most closely related to Sessional Faculty, CUPE fought hard for a seat at the table, but was unsuccessful.



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CUPE will join ONA, The Medical Association and CLAC as part of the second phase of “consultations” starting on August 30th. The final phase will take place towards the end of September and will include representatives from unions not covered in the first two sessions.

CUPE’s position on these “consultations” is clear. These are not provincial bargaining sessions, nor can they be a replacement for bargaining at the local level. On August 4th the CUPE Ontario University Workers Coordinating Committee brought together over 100 delegates from 24 locals. At this meeting a motion was passed mandating CUPE and the committee to attend the consultations, bring back any information and put forward an alternative vision for protecting public services.

CUPE Ontario has also called a meeting on August 25th and 26th for the leadership of all locals in Ontario to develop a strategy before attending the “consultation” on August 30th.

There is still a lack of clarity from the province about what this all means, and what effects, if any, it will have on Unit 2 bargaining. We will continue to update you as more information becomes available.

WHAT HAPPENED IN MEDIATION?

Both sides met on with the provincially-appointed mediator on August 9th. After some discussion, the parties agreed that it would be very difficult to reach a deal before the August 11th strike/lockout deadline given the uncertainty surrounding the Province’s compensation restraint expectations. As a result, the parties signed an agreement to suspend bargaining until early November. This agreement also ensures that the collective agreement, which would have ceased to operate at 12:01 on August 11th, remains enforced until November.

The main points of the agreement are as follows:

- The previous Collective Agreement will remain in operation until November 15th
- The Employer cannot lockout members, and the union cannot go on strike, prior to 12:01am on November 16th
- The parties will meet again in mediation on November 1st and 2nd
- The deadlines can be extended with mutual agreement

- The University will advance the funds for benefits and professional development for the upcoming year
- Matters already agreed to in bargaining will remain so
- Any alleged violation of this agreement can be referred to the Labour Relations Board

We are getting new information frequently, so keep your eyes open for emails and future bulletins, as we will be updating the membership as soon as new information becomes available.



THANKS TO EVERYONE WHO VOTED

A huge thank you to everyone who came out and voted in the Strike Mandate Vote. Thanks to a tremendous amount of hard work, the membership gave an overwhelming mandate to their Bargaining Team to take into mediation.

The support and solidarity shown in that mandate will be invaluable in the coming months as these “consultations” move forward.

ANY QUESTIONS/ WANT TO GET INVOLVED?

If you have any questions, or would like to get involved in either Bargaining or Bargaining Support:

Drop by the office - Wentworth House B108 (under the Phoenix)

Call us - 905.525.9140 x 24003

Email - bargaining@cupe3906.org

Visit the website - www.cupe3906.org