



## BARGAINING UPDATE NO. 18 SEPTEMBER 11<sup>TH</sup>, 2015

Much has been achieved in the past few weeks. By putting into motion the plan of escalating job action, endorsed by delegates at the August 29<sup>th</sup> leadership meeting, we are moving forward, putting pressure on the government and getting the respect we deserve.

Our Central Negotiations team returned to the bargaining table with the Crown and the Council of Trustees Association (CTA) on September 10<sup>th</sup> and 11<sup>th</sup>. There are many issues we are fighting for, including job security, wage increases, prep time and staffing levels among others. And there are many issues we are fighting against, including cuts to pregnancy and parental leave benefits which have been in place for years.

We are working with a very skilled conciliator who has been helpful. We will be returning to the bargaining table again on September 15<sup>th</sup>, 16<sup>th</sup> and 17<sup>th</sup>.

We can say with confidence that the job action that members are engaging in is making a difference. We're being taken more seriously than in the summer time, when we basically only had a handful of bargaining days. The media coverage and our radio ad generated substantial public awareness and added to our momentum.

Our plan is working. There were several steps getting here, each one meant to put pressure on the government:

- We requested conciliation on July 27<sup>th</sup>;
- We filed a no-board report on August 19<sup>th</sup>;
- We served notice on September 3<sup>rd</sup> that job action would begin on September 10<sup>th</sup>, in compliance with the five-day notice required by the province's new Collective Bargaining Act.

As tough as central bargaining is going, we also need to remember and support local bargaining. Many issues need to be addressed there, from violence in the school to the growing lack of resources due to cutbacks. While the support for central bargaining is important, members are also standing in solidarity with the locals as they work through their local bargaining.

We are aware that members have been without pay for more than two months. We've considered that in our job action plan. The work-to-rule allows us to return to work while being in job action mode. Depending on how central bargaining goes, future steps will be announced. But for now, the work-to-rule members are undertaking is working, effectively putting pressure on the province.

We will continue to keep you informed through these bargaining updates. If members require clarification or instructions on work-to-rule please contact your local. Further instructions will be available for the next job action steps once these are announced.

We appreciate the support and solidarity that members are showing to each other as the bargaining intensifies. There is strength in our numbers and solidarity in our commitment. And as we've said throughout our campaign: we are negotiating to settle but we are prepared to strike. Keep yourself informed:

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