

March 24, 2018

Feb 22 – 25, 2018

Ouwcc Report

By David Van Ryn and Lynda French

Thursday February 22/18 – 7pm

Conference opened with powerful speeches from Janice Folk-Dawson and Fred Hahn. Fred Shilson, the Young Workers Rep, spoke about young workers on contracts and the reality of today's living; Pensions, contracts, cost of living and, with many years before a full-time contract.

J.P. Hornick, from OPSEU, talked about the college strike of 2017. She had told her members to start preparing financially for the 2017 Bargaining, three years before the end date of the contract they had just settled in 2014.

Mahlikah Awe, from Mayworks, had a powerful performance of poems and songs around the conference theme: connecting the dots, Pension and Precarity.

Friday February 23/18 – 9am

Chris Watson talked about the connection of CUPE and the NDP. He explained what we can and cannot do to support political parties. Unions cannot give money, goods or services and no "paid" work to support a Political Campaign. We can volunteer and speak to other union members and we can volunteer free time to a campaign. Later there was a group photo taken for postcards of members of the OUWCC conference to support the political parties who support our concerns.

Graham Cox and Russ Armstrong, Making Gains at Bargaining Table.

Graham talked about Language: "innovation" means Corporate Subsidy, "Downloading" means Contracting Out/Outsourcing. It is a good idea to coordinate across sectors for bargaining times. Some of the Bargaining Strategies:

- Keep all work in-house
- Pensions for all
- Tuition Waivers
- Raise conditions at bottom
- Develop common language clauses

Venaj Raniga, spoke on Bill 148

- on.ca/bill148/. This website gives a breakdown on the newly passed bill.

- He talked about PEL (Personal Emergency Leave), 2 paid, 8 unpaid days.
- “3 hour rule” at your regular rate – if called in, you must be paid 3 hours minimum.
- Right To Refuse – if they change your shift without a minimum 4 day notice without reciprocation
- He suggested that all should compare their Collective Agreement to Bill 148

We then broke into work groups to talk about Precarity.

Lunch 12:30 – 1:30

1:30 – 4:30

John Oudyk, OHCOW had a powerful presentation on Mental Health in the work place. We did a survey at this conference and he showed the results comparing it to other world based results. We talked about how management does “Behaviour Based Safety” (change the worker not the work). How managers would love to have resilient workers ... they can handle everything. Bill 127, stress in the workplace and due diligence covers the Employer from the law. WSIB does recognize a diagnostic work related stressor.

We then broke into groups to discuss Mental Health.

At 5 pm, our brains tired from such intense training, we adjourned for the night.

Saturday, February 24, 2018 – 9am

Good Pensions for All – Kevin Skerrett

Kevin spoke about the JSPP, the Jointly Sponsored Pension Plan, a jointly sponsored pension that multiple workers can join. All Unions; CUPE, Faculty, Trades, Steelworkers, OPSEU, OSSTF and UNIFOR are all talking about a new plan with conditions:

- Joint governing board
- No loss of benefits
- Decent early retirement

Kevin also talked about CPP enhancement and the 2024 expansion of a higher earnings base.

We then broke into groups to discuss Pensions

Lunch 12 to 1pm

1pm Building Our Action Plan – Dan MacKenzie

When dealing with issues, keep it simple. Too complex and the plan usually falls apart.

- Define a goal

- Define a victory
- Power mapping – who to contact: Board of Governors, Trades/Profs, Students/Parents
- Gather Information
- What Tactics – Survey, Petition, Rallies, Cards
- Tabling – Social Media
- Have a message – make sure it is clear
- Timelines

Don't be upset if you don't win right away

Report on our Action Plan from Discussion Groups

7pm – 9pm – Direct Action Workshop

Lots of information on rallying.

Then we were divided into groups of 4. We were to draw our perfect world.

We built “Public World”. With public Day Care, Hospital, Library, Post-Secondary; we had public transportation, lots of gardens. A river full of fish, wind power, cannabis farm and all jobs were CUPE and everyone had a home. It was the perfect place to live. Then Wynne came along and she tried very hard to destroy our Public World. But we linked arms and we stood strong to defend our world. I don't know how she did it be she got our goat! But, with strategic maneuvering we got our goat back!

Sunday February 25, 2018 – 9am

Candice Rennick talked about funding from National and Provincial Defence Funds. Also, CUPE has a lot of support folks to help you with your CUPE campaigns. Social Media support is also available.

All Collective Agreements are available on the CUPE Website for all and everyone to access. You can check out language in other Bargaining Units: Common Language, Pension Language.

- The Action Plan was passed
- The Common Expiry Date is twofold: 2021, and then 2024. By then all locals will expire in 2024.
- The Election of the OUWCC Executive Committee – the 5 newly elected members were”
 - Chair Person – Janice Folk-Dawson
 - Vice Chair – David Samao
 - Health and Safety – Steve Pepper
 - Injured Worker – Brett Buchard
 - Employment Equity – Stephanie Villers
- We chose Laura Maclure as our Campus Rep.

We adjourned at 11:45am.