

# Notice to All Members of CUPE Local 2328



Dear Members:

## Re: Trusteeship

TAKE NOTICE that CUPE is applying to the Ontario Labour Relations Board (OLRB) for consent to an extension of the trusteeship over Local 2328 for a further period of twelve (12) months. A copy of CUPE's plans with a tentative timeline, should the extension be granted, is attached.

If you wish to support or oppose this application, please direct your comments, referring to File No. 0053-23T and copying CUPE ([bcarter@cupe.ca](mailto:bcarter@cupe.ca)), to OLRB Registrar Catherine Gilbert electronically, by **February 2, 2024**, with form A108. Comments can be submitted by:

- 1) **Clicking on this link:** <https://olrb.gov.on.ca/FormsByNumber-EN.asp>
- 2) **Selecting Form A-108 from the list.** The form will open in your web browser, as long as your Adobe Reader is up to date. Updating Adobe can be accessed, for free, by clicking the link in the form.
- 3) **Fill in the form.**

In solidarity,

**Barbara Carter**  
Administrator, CUPE Local 2328

## Request for Extension of the Trusteeship

### Plans with Timeline

CUPE is recognized by the Children's Aid Society for the Niagara Region ("Employer") as the bargaining agent for the members of the local. The local was put under trusteeship on March 2, 2023, after leadership ignored CUPE's requests to refuse a two-tiered employer bargaining proposal related to retiree health benefits.

Although CUPE observes improvements in the functioning of the local, additional work and time is required to restore the local to a strong and effective voice for its members.

CUPE members define two-tiered collective bargaining as:

A divisive practice through which employers try to get union members to agree to different scales of compensation. Collective agreements which include two tiers may mean that new hires receive lower wages, less job security, longer probationary periods, different pensions and benefits, or a combination of all four of these measures. These differences may be temporary or permanent, but either way two-tier bargaining is concession bargaining. Eventually all workers in the bargaining unit lose.

*CUPE Fact sheet: Two-tier bargaining - how to recognize it and reject it, 2014*

Pursuant to the 2016 *National Executive Board Policy on Collective Bargaining: Resisting Concessions and Two-Tiered Proposals and Defending Free Collective Bargaining – Moving Forward* and the National Constitution, CUPE can place a local under administration (also known as trusteeship) for committing to two-tiered bargaining.

Despite efforts by CUPE to educate the local on CUPE's position against two-tiered bargaining and have the Local reconsider, the former President and bargaining committee planned to recommend a concessionary tentative agreement to the membership during a ratification meeting. In response, CUPE placed the local under administration before the collective agreement's ratification. The assigned Administrator and National Representative were then successful in having members turn down the harmful tentative agreement at the ratification meeting.

Upon securing the trusteeship, the Administrator learned from members that she needed to support them by strengthening the local's capacity to take on grievance handling, representation, leadership and union governance. Over the past year, the Administrator worked:

- To rebuild the members' trust in the local by collaborating with the National Representative to offer timely and strong union representation on workplace matters. The Administrator also increased communication and transparency to members concerning union matters and CUPE resources.

- To address union recruitment challenges brought on by heavy Employer workloads. The Administrator supported the new activists' growth by encouraging their involvement in sectoral, provincial and National union activities.
- To close local union governance gaps, including the importance of following CUPE's bargaining policy, by coaching new activists on best practices. The Administrator and a bylaw committee also started reviewing the bylaws.

Despite improvements in union engagement and internal local matters, building trust with members to rebuild a local takes time. More time is required to ensure the local returns to good governance.

Below is a tentative outline of CUPE's plans with a timeline to conclude the trusteeship. Should the following steps be met earlier than anticipated, the Administrator will recommend that CUPE lift the trusteeship.

### Timeline

- **Present – March 2025:** Discussions between the Administrator and the Employer concerning labour relations matters.
- **January 2024:**
  - o Notice of General Membership Meeting (GMM) - inviting members in good standing to stand for executive nominations.
  - o Notice of Special Membership Meeting on Bylaws – inviting members to review and offer feedback on internal governance tools.
- **February 2024:**
  - o General Membership Meeting Elections will be held, and the Trustee Audit will be presented.
  - o Special Membership Meeting on the Bylaws takes place. After meeting and bylaws are approved, they will be sent to CUPE National for approval.
- **February 2024 – March 2025:**
  - o Executive Training and Experience – Following the election, training and coaching is needed for the new executive and leaders to support them as they take on leadership positions. Training for committees and general members will also be offered.
  - o Submit three membership approved trustee audits to CUPE National.
- **March – April 2024:** Strategic planning with the new executive, Administrator, National Representative and Social Services Sector Team. This will be an ongoing long-term project to ensure member engagement grows and is maintained.
- **March – March 2025:** Member representation experience – the new Executive will work closely with the Assigned National Representative to ensure member issues are heard and addressed internally and with the employer. The Executive will

receive coaching from the National Rep to take on labour relation matters including grievance handling ten policy grievance, attending labour-management meetings and Working on Job Evaluation and Pay Equity.

- **March 2024 – March 2025:** Continued recruitment and education of local activists.
- **April 2024:** Local's delegates will attend CUPE Social Services Conference with encouragement to continue networking with other locals.
- **May 2024:** Local's delegates will attend CUPE Ontario Division Convention to push matters related to the local and report back to membership.

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