



**Budget Submission
from CUPE Local 1483 and Local 2026
to Dufferin-Peel Catholic District
School Board**

CUPE Locals 1483 and 2026 appreciate the opportunity to make this submission to the Dufferin-Peel Catholic DSB budget consultation. The members of our locals provide vital services that support schools and enhance the learning environment for students. Without our members' daily contributions, schools would be unable to function. Members of CUPE 1483 provide custodial and maintenance work that keeps schools in a state of cleanliness and good repair, keep students safe, and ensure quality learning and working environments. Members of CUPE 2026 work as school secretaries, board office staff, library workers, and in information technology, providing supports necessary to the daily functioning of schools. We provide supports to all students and staff across the entire board.

Despite declining enrolment at the DPCDSB the amount of work performed by CUPE members has not been reduced at all. In fact, over the course of the pandemic workloads have increased substantially. Enhanced cleaning protocols increased the need for custodians. The transitions from in-person to on-line to hybrid learning, and increased needs for online delivery of service increased the need for IT staff. Coordinating staff coverage, increased work related to student absences, as well as additional reporting requirements multiplied the workload of school secretaries. All of this was in the context of pre-existing heavy workloads.

It is unlikely that these workloads will be lessened in the future, even as we hope to eventually reach a post-pandemic state. The work done by CUPE members will not disappear, therefore, the people who do the work should not disappear. Layoffs of CUPE staff should be avoided. In fact, there is no need for layoffs of CUPE staff at the DPCDSB.

In 2019 CUPE/OSBCU, the CTA and the Crown agreed to increase funding to the DPCDSB by \$2,907,390 per year to create (reinstate) 51.4 FTE staffing positions. This was in recognition of the important work that CUPE members do to make schools work "and provide continuity of key services provided by CUPE members displaced by the expiry of the job security provisions on August 30, 2019." All parties recognized how important it was to increase staffing levels to improve services, and the Ministry put its money where its mouth was and contributed a substantial sum of money to support this goal.

In 2020, in light of school boards' delay in hiring staff with the EWPF and in order to ensure that all three years of funding would be made available to boards, CUPE/OSBCU, the CTA and the Ministry agreed to allow boards to allocate unused money from 2019-20 to the 2020-21 and 2021-22 school years. This meant that the DPCDSB was able to allocate \$3,478,686 in each of the remaining 2 years to fund 61.5 FTE positions.

In the 2022-23 GSN (released on February 17, 2022), the Ministry announced that the EWPF money would remain available to boards beyond the expiry of the collective agreement. This money is included in the COVID-19 Learning Recovery Fund. In fact, the Ministry specifically identified the Education Workers Protection Fund negotiated by CUPE/OSBCU as being included in this pocket of money. The clear intent was to prevent layoffs of CUPE members in the 2022-23 school year and the DPCDSB should treat it as such.

Furthermore, the Ministry also continued the Investment in System Priorities funding through the Supports for Students Fund. This is money that had originally been negotiated by CUPE (and other unions) to create jobs. Based on the current central collective agreements this funding was to be made available through the 2021-22 school year, but the Ministry has agreed to continue it beyond the expiry

of the collective agreement with the intent of negotiating its continuation through the next round of collective bargaining. Again, the clear intention is to prevent layoffs of CUPE members to preserve the supports that are necessary for the effective functioning of schools and the success of students.

We strongly urge the DPCDSB to utilize the funding provided by the Ministry of Education (through the EWPF/COVID-19 Recovery Fund and the ISP/SSF) for its intended purposes, to prevent layoffs of CUPE members. Given the nature of the supports our members provide to schools and students, supports that everyone at the board relies upon for the quality of their working and learning environments, we submit that any layoffs of CUPE members would be damaging to the quality of education provided in the board.

Sincerely,

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