



1966-Present

Local 1011 History
Questions & Answers

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When did Local 1011 receive a Charter?

- September 19 1966

When did local 1011 start?

- First meeting Oct 22 1966 Union Hall on New Street Burlington
- Local 1011 (Burlington Caretakers Unit only)

Who were the first Executive members?

- First Executive 4 members 1966.....President John Vandermolen, Vice President Arne Jacobsen, Recording Secretary John Cooklin, Secretary Treasurer Austin MacNabb

How much was the first Union dues?

- First dues \$3 per month in 1967

When was the first collective agreement?

- First agreement effective Feb 1 1967

When did Local 1011 receive By-laws?

- Local 1011 By-law committee formed June 17 1967 and the Bylaws were created
- Over the years the Bylaws have been amended and added to with approval from CUPE National

When did Caretaker Local units merge?

- 1969 Local 915 (Oakville Caretaker unit) merges with Local 1011 (Burlington Caretaker Unit) and kept Local 1011 as both merged local unit number

When did the part timers (Local 1248) merge with Local 1011?

- October 28 1972 vote was put forward and carried at Frontenac P.S

When did Contracting out of custodial positions start?

- The current staffing model was voted in May 31 2003 by the Membership and in Sept 1 2004 New Staffing Model was in effect.....All Elementary Schools Staffed by CUPE High Schools staffed with a CUPE Head Caretaker and CUPE Lead Hand caretaker
- Before the current staffing model with High schools (CUPE and Contract Cleaners) and elementary schools (all CUPE), many elementary and high schools were all contracted out in the 1960's, 70's, 80's, 90's, and 2000's

When was the first strike vote?

- Nov 7 1970 General meeting, negotiation committee asked membership if it was willing to strike....129 voted yes 27 voted no

Has Local 1011 actually walk out on strike?

- Yes on Dec 4 and Dec 7 2022
- Members walked off for two days of political protest due to Bill 28

When did local 1011 get Long Term Disability Insurance (LTDi)?

- Attempts made during 1970's, 80's and 90's
- April 1 2014 LTD plan started
- General membership voted in the LTD plan Mar 7 2014 on a CUPE Local 1011 PD Day at MMR H.S.

What about Medical Benefits?

- For many years our Medical Benefits were paid for by the HDSB except for LTDi (members paid for LTDi)
- As part of the 2017 Bargaining discussions, the CUPE Education Workers' Benefits Trust (CUPE EWBT) was established and started Mar 1 2018

Who was the Longest running President?

- Patrick McPherson (1980-1988) 8 years

Who was the Longest Running Vice President?

- Clarence Doyle (1980-1986) 6 years

Who was the Longest Running Recording Secretary?

- Denis Moore (1979-2002) 23 years as Recording Secretary

Who was the Longest Running Treasurer?

- Joe Boulton (1980-1988 & 1990-1992) 10 years

Who was/is Longest Running Chief Steward?

- Oracio Ferreira (2008-) 15 years

Who was the Longest Running Sgt at Arms?

- Derek Williams (1996-2013) 17 years

Who was the Longest Running Steward?

- Leo Marchand (1992-2020) 28 years

Who was/is Longest Running Trustee?

- Roberto Ferreira (2007-) 16 years

Who was the Local 1011 member who moved forward with CUPE?

- Dave Dickson (President 2006-2010 & 2011-2014) became a CUPE National Representative 2014

Who were the Local 1011 Members that became Supervisors or took another position with the HDSB?

- Austin MacNabb (Local 1011 Secretary Treasurer-1968)
- Ken Birtch (Local 1011 VP 1988-1991)
- Carlo Destephanis (Local 1011 President 1988-1994)
- Jeff Admans (Local 1011 VP 1995-1997) (Computer Services)
- John McEgan (Local 1011 President 1994-2000)
- Jamie Leach (Local 1011 Chief Steward 2000-2004)
- Fernando Raposo (Local 1011 VP 2008-2009)
- Dave Margetts (Local 1011 Member -2009)
- Tony Cunha (Local 1011 President 2014-2016)

How many Grievances have been written up since 1966?

- 370+ grievances (246 grievances written 2008-2023)

What was the first grievance?

- Grievance #1 policy grievance May 15 1967.....Overtime payment to all members that tend coal fired heating units on weekends

Did the current CUPE PD DAYS always happen on PD Days?

- No, in the 1960's, 70's & 80's they were called Caretaker Seminars and held in August
- For a long time the CUPE PD Day was held on the last day of school because that was a HDSB PD Day for all staff

- Because currently there are no PD Days on the last day of school, Since 2016 Local 1011 has had their CUPE PD Day on the first Wed of July
- July 2020 there was no CUPE PD Day due to COVID-19
- On July 7 2021 due to COVID Health Safety protocols the CUPE PD Day was virtual
- July 6 2022 CUPE PD Day went back to in person event

What about hiring Casuals?

- Casual had been hired on in many ways in the past
- One way was casuals would work until the 89th day then laid off on the 90th rehired and the process started over again
- 2008-01-01, Letter of Agreement with casuals..... 40 hours per week, no lay off period after on the 89th working day, after 6 months will receive afternoon custodian full pay less shift premium,
- It is agreed that the probationary period will be six (6) months from the date of hire. Upon completion of the probationary period, the employee will have access to Article IX - Grievance Procedure

Do Casuals get any sick leave?

- As a result of the 2014-2017 CUPE collective agreement, Casual Caretakers now have access to a sick leave allocation.

What about Uniforms?

- In the 1960's & 70's members rented uniforms with members paying a weekly fee
- Sometime later a voucher system was introduced with a cost limit every two years for members to purchase uniforms
- In 2012 members purchase their own uniforms but receive a cleaning allowance given once a year in Sept for Full time members and every second year for Part time members
- As of 2019-2022 Collective agreement a Uniform allowance is given to purchase HDSB branded shirts uniforms and to clean and maintain them

What are some of Government Bills that affected bargaining or our collective agreement?

- 1982 Bill 179 "Inflation Restraint Act" ...Bill Davis wage control of 5%... all right to strike would not be allowed ...Collective agreements would be extended 1 year...Non-monetary items and language change of existing contracts could be negotiated
- 1993 "Ray days" The Social Contract was an initiative of the provincial Ontario New Democratic Party government of Bob Rae to impose austerity measures on civil service. The plan imposed a wage freeze and mandatory unpaid days of leave for civil servants
- 2012 B115 "The Putting Students First Act"... The law allows the provincial government to set rules that local school boards must adhere to when negotiating with local unions and to impose a collective agreement on the board, employee bargaining agent, and the employees of the board represented by the employee bargaining agent if negotiations are not completed by December 31, 2012. This bill also limits the legality of teachers' unions and support staff going on strike.
- 2014 B122 "The School Boards Collective Bargaining Act" ...Bill 122 mandates a system of two-tier collective bargaining in the education sector that includes central (provincial) and local tables

- 2017 Bill 92 “School Boards Collective Bargaining Amendment Act” The Bill makes various amendments to the School Boards Collective Bargaining Act, 2014. The Bill requires that central bargaining must always occur and that for the purposes of central bargaining,
- 2017 Bill 148 “Fair Workplaces, Better Jobs Act” the Bill makes various amendments to the Employment Standards Act, 2000 and to the Labour Relations Act, 1995
- 2018 Bill 47 (New Making Ontario Open for Business Act) (PC Party Doug Ford) revoke Bill 148
- 2019 Bill 124 (Protecting a Sustainable Public Sector for Future Generations Act) (PC Party Doug Ford) the Bill allowed for only a 1% pay increase for all public workers
- 2022 Bill 28 (Keeping Students in Class Act) (PC Party Doug Ford) imposes a contract on education support workers
- 2022 Bill 35 (Keeping Students in Class Repeal Act) Bill repealed Bill 28

How many Members do we currently have?

As of Sept 2023

- Full Time Local 1011 members 350
- Part Time Local 1011 members 4
- Casuals Members 35

When did Local 1011 get an office?

- Local 1011 Office was in a Union Hall on New street 1960’s
- In 70’s-80’s the Locals office was above the current Bronte Fish & Chips store on Lakeshore in Bronte (2313 Lakeshore Rd W, Oakville)
- In the late 80’s and into the 2000’s when we did not have an office Local 1011 files were kept in rooms at schools like Wellington Square P.S., Frontenac P.S., Milton District H.S. and it was also kept in Executive members’ homes
- 2006-06 Local 1011 Office was at 3425-12 Harvester road Burlington
- 2008-07 Local 1011 Office was at 4034 Mainway Unit D Burlington
- 2014-07 Local 1011 office was moved to an office in same building 4034 Mainway Unit A Burlington, larger for Union meeting, education courses and events

What about the Local 1011 logo?

- Over the years Local 1011 had many different logo’s
- In 2012 a new logo was introduced and created by Oracio FerreiraCreated as part of a Public awareness campaign & sport sponsorship.....Two hands supporting a school house (Local 1011 Facility School Support Staff Supporting Schools)

Halton District School Board (HDSB) inception?

- Jan 1 1969...it was called the Halton County School Board and then in April 1997 (Bill 104) The Halton Board of Education would be known as the Halton District School Board (HDSB)
- Before then schools were part of the Town’s/Cities Board of Education

How many schools do we have now?

As of Sept 2022

- 19 High Schools
- 87 Elementary Schools

CUPE Halton Region Labour Council?

- Local 1011 join's CUPE Halton Region Labour Council in 2012
- Local 1011 is one of the locals that establishes the council
- Dave Dickson President of Local 1011 also becomes the first Vice President of CUPE Halton Region Labour Council
- CUPE Halton Region Labour Council was disbanded in 2018

How many Collective Agreements since 1967?

- 33 Collective Agreements (including 2022-2026)
- In 2014 the Ontario Government Legislated Bill 122 "The School Boards Collective Bargaining Act"...Bill 122 mandated a system of two-tier collective bargaining
- In 2015 Local 1011 Ratifies their first Two-tier Collective Agreement (Provincial & Local Collective Agreement)

When did we start having Day Time Caretakers?

- Sept 6 2016 Day Timer Caretaker position officially begins in many schools

What was Bill 115

- The **Putting Students First Act** (also known by its former name, **Bill 115**) was an act passed by the Legislative Assembly of Ontario. The law allowed the provincial government to set rules that local school boards has to adhere to when negotiating with local unions and it impose a collective agreement on the board, employee bargaining agent, and the employees of the board represented by the employee bargaining agent if negotiations were not completed by December 31, 2012. This bill also limits the legality of support staff going on strike. In April, 2016, the law was found to be unconstitutional. On January 19 2018 a Court decided remedy payment was given to members that worked 2012-2013 & 2013-2014 contract year

What schools have closed since 1966?

Year Closed	School Name	Municipality
• 1972	Bruce Street	Milton
• 1974	Chapel Street	Georgetown
	Norval	Norval
• 1976	Centriller	Oakville
	Glenwood	Burlington
	Snider's	Oakville
	Woodview	Burlington
• 1977	Bruce Lyn	Oakville
• 1978	Palermo	Oakville
• 1980	Westwood	Oakville
	Sunshine	Halton Hills
• 1982	Elmwood	Oakville
	John Wilson	Oakville
• 1983	E.A. Orr	Oakville
	Westbrook	Oakville
	Campbellville	Milton
• 1984	Fairview	Burlington

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| | Mayfield | Burlington |
| | Elizabeth Gardens | Burlington |
| | Old Stone School | Acton |
| • 1985 | J.A. Lockhart | Burlington |
| | Wellington Sq. | Burlington |
| • 1986 | H.Wrigglesworth | Georgetown |
| | Speyside | Halton Hills |
| • 1987 | Woodside | Oakville |
| | Lawrie Smith | Burlington |
| | Strathcona | Burlington |
| • 1989 | G.E. Perdue | Oakville |
| • 2000 | Fairfield | Burlington |
| • 2002 | Mountain Gardens | Burlington |
| | Champlain | Burlington |
| | W.E. Breckon | Burlington |
| • 2003 | P.W. Merry | Milton |
| • 2004 | Q.E. Park | Oakville |
| | Gen. Brock | Burlington |
| | Lord Elgin (name) | Burlington |
| • 2008 | Lorne Skuce | Oakville |
| • 2010 | Chisolm | Oakville |
| | Linbrook | Oakville |
| | Brantwood | Oakville |
| • 2018 | L.B. Pearson H.S | Burlington |
| • 2020 | Robert Bateman H.S. | Burlington |

What schools have opened since the year 2000?

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| • 2001 | Post's Corners | Oakville |
| • 2002 | West Oak Trails | Oakville |
| | Florence Meares | Burlington |
| • 2003 | Chris Hadfield | Milton |
| | Silver Creek | Georgetown |
| | Orchard Park | Burlington |
| • 2004 | Captain R Wilson | Oakville |
| | Charles R Beaudoin | Burlington |
| | Abbey Park H.S. | Oakville |
| • 2005 | Hawthorne Village | Milton |
| • 2006 | Alexander | Burlington |
| | Bruce Trail | Milton |
| | Joshua Creek | Oakville |
| • 2007 | Forest Trail | Oakville |

- **2008** Emily Carr Oakville
- **2009** PL Robertson Milton
- Escarpment View Milton
- Gardiner Georgetown
- **2010** James W Hill Oakville
- Palermo Oakville
- Tiger Jeet Singh Milton
- **2011** John William Boich Burlington
- **2012** Craig Kieburger H.S. Milton
- Garth Webb H.S. Oakville
- **2013** Dr Frank J Hayden H.S. Burlington
- Alton Village Burlington
- **2014** Anne J MacArther Milton
- 2014** Irma Coulson Milton
- **2015** Oodenawi Oakville
- Boyne Milton
- **2017** Martin Street Milton
- **2019** Viola Desmond Milton
- **2020** Dr. David R. Williams Oakville
- **2022** Rattlesnake Point Milton