



President: **Shawn Wilson**
1st Vice President: **Rhonda McCabe**
2nd Vice President: **Francine Demers**

133 Front Street North, Thorold, ON, L2V 0A3 Fax: 905-685-7222 Tel: **905-685-0001** E:cupe1287@bellnet.ca

PRESIDENTS REPORT June 24, 2010

Membership Report

Grievances, Niagara Region

Admin & Technical Services

RN-AT- 05-2010

RN-AT- 06-2009

Community Services

RN-CS- (08) (09)-2009

RN-CS-(1)(2)(3)-2010

St. Catharines Museum

SCM-01-2010

Group Grievances

RN-GP-01-2010

West Lincoln

WL-01-2010

Transportation Services

RN-TS-13-2005

RN-TS-(02) (04) (13) (14) (15)-2009

RN-TS-01-201

Environmental Services

RN-ES-06-2009

RN-ES-01-2010

Policy

RN-POL-02-09

CMHA-POL-01-2010

Niagara Institute

NI-01-2010

CMHA

CMHA-01-2010

I would like to begin my report by thanking the entire Membership for re electing me to President for another term. It has been an experience far beyond what I thought it would be.

Over the past three years Local 1287 has seen many changes, we have moved forward with relocating our Offices to a more Central and accessible location, and began using our new boardroom to hold our Membership meetings. This has made things easier and more functional. We have updated our technology in the Office to match with changing times and have kept up with the Employer group's software changes.

Much more work is facing us over the next three years. As our Collective Agreements begin to expire in the coming months we will no doubt face some tough times at the bargaining table.

I look forward to the challenges we face, and look forward to working with our Executive and Membership on ways to continually improve going forward.

General

- ✓ Canadian Benefits Consulting is still waiting for information from all Employers; I have spoken to the Director of Human Resources at the Niagara Region and was assured they are able to provide it now. Some delay was caused by the carrier not keeping individual information on usage until last year. They are now able to sort it and will provide what they have. We will be sending out a follow-up letter to all other Employers to ask once again that they provide the information requested.
- ✓ CUPE Ontario has taken the stance that locals should not settle for zero percent increases in bargaining. This was discussed in length at our recent Ontario Division Convention. Locals that are in bargaining now are falling under the legislation that was passed by the Province freezing wages for Provincial Employees. Although the Legislation does not affect Municipalities at this time they are being strongly urged to follow suit with the Provincial mandate.

Committed to Achieving Dignity and Equality in the Workplace

Canadian Mental Health Association – John Howard Society of Niagara – Lincoln County Humane – Niagara Regional Sexual Assault Centre
Niagara Region – St. Catharines Museum – Niagara Institute – Town of Lincoln – Township of West Lincoln – Welland Humane

If Locals choose to accept zero it will certainly trickle down to any other locals entering bargaining in 2010 and 2011

Local 1287 does has a few Agreements that expire during this time:

<u>St.Catharines Museum</u>	<u>December 31, 2010</u>
Niagara Institute	May 31, 2011
CMHA	March 31, 2012
Welland Humane	June 30, 2011
West Lincoln	March 31, 2012
Town of Lincoln	March 31, 2012
<u>Lincoln Humane</u>	<u>December 31, 2010</u>
John Howard	June 30, 2011
CARSA	March 31, 2011
Niagara Region	December 31, 2011

The issue with both agreements expiring in 2010 will be that they are both municipally funded. If the Municipalities force their other Bargaining Units to Zero percent it will certainly trickle down to these units.

- ✓ We have had inquiries from Members interested in setting up an equality committee within Local 1287. Currently our by-laws do not have a standing equality committee; I have asked that they send a letter to the office so we can discuss this important issue at our next Executive meeting. The next step would be to include the committee as part of our by-laws. The details would need to be worked out at our by-law meeting.
- ✓ CUPE National is asking for any candidates interested in running in the upcoming Municipal Elections in October to have their Local or the Niagara CUPE Council endorse them and send the information to the Nationals Office. Any candidate who is a member of CUPE can be eligible for up to \$750 in contributions from CUPE.

OMERS UPDATE

The performance and state of our pension plan. As was expected our pension plan performed poorly during the last year, a deficit of \$1.9 Billion is what we currently have, a planned rate increase with a phased in 3 year plan will see our contributions rise approximately 3%.

The deficit within OMERS could rise to 8 billion for 2011 if not addressed.

I have attached a graph which I printed from the OMERS website at www.omers.com I have highlighted the graph that clearly shows a downward trend beginning in late 2007 and continues into 2010. It shows a current deficit of 1.9 Billion and growing.

While rate increases are not the preferable way of stabilizing the deficit it will help protect our pension and its members until the markets improve. OMERS also has to follow Provincial legislation regarding any surplus in the future, this means that once the markets improve and the pension begins to stabilize OMERS would have to give back any surplus through a contribution holiday.

I will continue to monitor this through OMERS and CUPE over the next while and see what the final outcome is regarding the proposed increases and when they are going to be scheduled to take effect.

Committed to Achieving Dignity and Equality in the Workplace

Canadian Mental Health Association – John Howard Society of Niagara – Lincoln County Humane – Niagara Regional Sexual Assault Centre
Niagara Region – St. Catharines Museum – Niagara Institute – Town of Lincoln – Township of West Lincoln – Welland Humane