

DAVE GINTER, PRESIDENT, CUPE LOCAL 561
PRESENTATION TO BOARD OF TRUSTEES, SD #43 (Coquitlam)
April 18, 2017

CUPE does appreciate the fact that the District restored one of the Delivery positions eliminated in a prior budget. The creation of the position makes up for the Senior Buyer position cut several months ago.

Tonight I am requesting the School Board provide an audit under function five, Operations and Maintenance. I would suggest the same organization that provided the audit for the Human Resources Department and provided direction to the Finance Committee.

Maintenance Operations has had three Assistant Directors of Maintenance Operations in less than two years.

Long service employees have indicated to me that a command and control culture was very much alive and well over the last two years. Despite all the visionary statements made over the last two years from the leaders, there were no changes.

A productive workplace is an empowered workplace where employees follow a direction because they respect their leaders and are committed to promoting the clearly communicated goals of the organization. They feel connected and valued and know that their unique contribution is adding to their team and organization's success.

The best part of this request is it does not require a lot of financial capital to bring in an expert to provide to employees a sense of commitment to the workplace. We all have seen the results of the audit provided to the Human Resources Department. KPMG not only provides audits and tax and financial advisor services, they are recognized as one of the best employers to work for, and they recognize what it takes to build credibility and trust amongst their employees.

I have provided the *Operating Expense by Function, Program and Object Year Ended June 30, 2016* (Attachment #1). In reviewing function **5 Operations and Maintenance** you will notice a reduction of approximately three million dollars from 2015 to 2016 to '5.50 Maintenance Operations'. In fact, all line items in '5 Operations and Maintenance' have a reduction with the exception of '5.41 Operations and Maintenance Administration' which actually has an increase of just under a half of a million dollars.

Pension Clarification

At the last budget meeting the Board's presenter made a comment that all School Districts with the exception of Coquitlam are granted an exception to solvency issues. The statement is correct; however, there are specific reasons why Coquitlam School District does not have an exemption.

Other School Districts belong to the Municipal Plan which is a multi-employer group. Coquitlam is a single employer plan. This issue has been on-going back to 2012. The School District had a legal argument put forward by a law firm that provided some hope the Coquitlam plan would become exempt from solvency payments. There have been many meetings, correspondences with Ministry Officials, Pension Officials, and Board Office staff for the better part of three years. Unfortunately, the legal argument relied on was without merit.

The Finance Minister, in 2015, finally ended the issue by stating other public sector bodies that do not participate in the public sector plans must adhere to the same solvency rules as School District #43.

There was no compelling argument that would justify exempting the School District plan and not other organizations.

The Finance Minister also stated the School District has sufficient unencumbered resources to address the outstanding obligations. Although we may not like the outcome there were sound reasons on why the request for exemption did not succeed.

On a closing note: in regards to the School Board Trustees eliminating Group Retiree Benefits to CUPE staff in December. We are currently seeking legal advice and we oppose the unilateral amendments to these benefits during the life of the Collective Agreement.

School District No. 43 (Coquitlam)
 Operating Expense by Function, Program and Object
 Year Ended June 30, 2016

Schedule 2C (Unaudited)

	Salaries		Employee Benefits		Total Salaries and Benefits		Services and Supplies		2016 Actual	2016 Budget (Note 10)	2015 Actual
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1 Instruction											
1.02 Regular Instruction	109,011,843	31,957,331	140,969,174	5,454,443	146,423,617	149,420,429	136,959,056				
1.03 Career Programs	153,637	45,533	199,170	70,579	269,749	249,977	119,442				
1.07 Library Services	416,041	129,277	545,318	345,122	890,440	902,752	1,782,759				
1.08 Counselling	4,435,521	1,347,234	5,782,755	38	5,782,793	5,862,797	5,270,405				
1.10 Special Education	31,961,513	10,077,986	42,039,499	449,659	42,489,158	44,307,499	38,734,105				
1.30 English Language Learning	4,208,715	1,278,355	5,487,070	77,912	5,564,982	5,643,774	5,073,042				
1.31 Aboriginal Education	1,071,483	249,303	1,320,786	277,430	1,598,216	1,529,583	1,601,916				
1.41 School Administration	13,333,705	5,033,601	17,367,306	1,656,137	19,023,443	18,579,565	17,338,466				
1.60 Summer School	1,072,152	187,378	1,259,530	37,461	1,296,991	1,332,121	79,805				
1.61 Continuing Education	2,543,934	574,234	3,118,168	786,170	3,904,338	4,031,370	3,772,109				
1.62 Offshore Students	9,517,159	2,831,113	12,348,272	5,633,782	17,982,054	17,821,727	14,175,607				
1.64 Other	358,110	76,122	434,232	243,180	677,412	753,895	1,509,496				
Total Function 1	177,083,813	53,787,467	230,871,280	15,031,913	245,903,193	250,437,489	226,396,208				
4 District Administration											
4.11 Educational Administration	908,645	240,474	1,149,119	213,182	1,362,301	1,398,369	1,497,331				
4.40 School District Governance	390,008	6,593	396,601	127,528	524,129	520,836	634,544				
4.41 Business Administration	3,968,647	795,660	4,764,307	1,842,921	6,607,228	8,151,780	7,521,975				
Total Function 4	5,267,300	1,042,727	6,310,027	2,183,631	8,493,658	10,070,985	9,653,850				
5 Operations and Maintenance											
5.41 Operations and Maintenance Administration	1,126,519	190,216	1,316,735	743,913	2,060,648	1,815,787	1,591,066				
5.50 Maintenance Operations	12,185,511	2,854,085	15,039,596	3,522,782	18,562,378	18,112,438	21,410,062				
5.52 Maintenance of Grounds	911,858	186,838	1,098,696	871,975	1,970,671	2,111,757	2,342,352				
5.56 Utilities		26,391	26,391	4,777,144	4,803,535	5,626,385	4,878,966				
Total Function 5	14,223,888	3,257,530	17,481,418	9,915,814	27,397,232	27,666,367	30,222,446				
7 Transportation and Housing											
7.41 Transportation and Housing Administration	34,060	9,512	43,572	418,206	461,778	441,101	48,909				
7.70 Student Transportation	34,860	9,512	44,372	418,206	461,778	431,138	398,001				
Total Function 7	68,920	19,024	87,944	836,412	923,556	872,239	487,910				
Debt Services											
Total Function 9											
Total Functions 1 - 9	196,609,061	58,097,236	254,706,297	27,549,564	282,255,861	288,650,080	266,719,414				