



CUPE LOCAL 218

**GENERAL MEMBERSHIP
MEETING**

7:00 p.m.

SUNDAY, April 27, 2014

Cupe Local 218 Hall

**2080 Wentworth St
Whitby, Ontario**

**PLEASE PASS ALONG TO ALL CUPE LOCAL 218 MEMBERS
IN YOUR WORKPLACE
PLEASE POST**



PRESIDENTS MESSAGE APRIL 2014

Dear Brothers and Sisters,

Bill 122 has now been passed and has paved the way for Provincial Bargaining for teachers as well as support staff. Part of Bill 122 states that in order for CUPE to have a Provincial Bargaining Table, 2/3 of each of our Bargaining Units must say yes to Provincial Bargaining, and then 2/3 of all CUPE Bargaining Units across the province must also agree by a 2/3 majority. These votes will take place in the near future (possibly May 3rd, 2014). You will be notified once the date is confirmed. Please plan to attend, this is a very important vote.

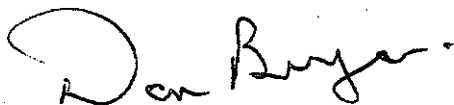
Once again, we are asking members at the Public Board who have had letters of discipline placed in their personnel files to contact their Union Representative for advice on how to get it removed after 24 months. Without having it removed, it can be used against you should you suffer further discipline, find yourself in the arbitration process, or in the process of applying for another job.

We have had several requests from members to have all meetings (including our General Membership Meetings) declared "Scent Free" due to sensitivity to fragrances. Please adhere to this policy so that all members can attend meetings without fear of health issues.

Our thoughts and prayers are with those who have recently lost loved ones.

The next general membership meeting will be held at the CUPE Local 218 Hall, 2080 Wentworth Street, Whitby on Sunday April 27, 2014 at 7 p.m. Hope to see you there!

Fraternaly Yours,



Don Bryans
President

CUPE Local 218, 2080 Wentworth St., Whitby, Ontario
Phone: 905.571.7879 Toll Free: 1.877.571.0218
Email: office@cupe218.ca
Fax No. 905.571.4102

VICE PRESIDENTS MESSAGE
APRIL 2014

Dear Sisters and Brothers:

I hope everyone had an enjoyable March Break. It's hard to believe there is only two and a half months left until the school year is over. Your bargaining committee has met and is developing proposals for coordinated and central bargaining with the Province. These proposals are what your local bargaining committee put forward at our OSBCC conference in February. The Provincial bargaining team met again on April 9, 2014 to continue preparing proposals.

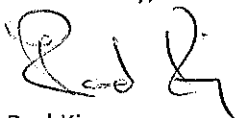
At the local level, we have requested proposals from our members and will be preparing to deal with local issues. Please keep in mind that any improvements of a monetary nature i.e. Wages/benefits will take place at the Provincial table.

Bill 122 has passed the third reading in the House of Commons by a vote of 59-34. It has received Royal Assent, on April 9th and is now law. When bargaining the Labour Relations Act will apply for all parties under "Bargaining in good faith provisions". This will allow the Union a central grievance process to resolve issues. It will allow an arbitrator to issue remedies and not just a declaration to resolve issues. We will have the right to strike on issues from the central table as well as local issues. It is anticipated to be a three-year deal. The OSBCC will be calling a leadership meeting soon to explain the bill in its entirety. As always, we will keep you posted.

If you sustain a workplace accident or injury, make sure you contact the CUPE office to advise and provide documentation to your WSIB reps. It is so important that you do so we can be informed from the onset.

Our next General Membership Meeting is Sunday April 27, 2014 7:00pm at the CUPE office. Please make plans to attend.

In Solidarity,



Rod King
Vice President
Disability Management Consultant

NOMINATIONS

TRUSTEE 3 -MEMBERS

BY LAWS 2- MEMBERS

HEALTH & SAFETY 1- MEMBER
(OCT UNIT)

ELECTIONS

OFFICE/CLERICAL/TECHNICAL PUBLIC BOARD

1-MEMBER - BARGAINING COMMITTEE

PUBLIC BOARD
CUSTODIAL & MAINTENANCE UNIT

1-MEMBER - BARGAINING UNIT

***an election will take place to elect one bargaining
Committee Rep. from the 6 stewards.**

DISABILITY MANAGEMENT

Dear Brothers and Sister:

Finally the long winter is behind us, I was starting to think it would never go away. This has been one of the toughest winters I can remember in years. It's nice to see the day's getting longer and the robins on the lawn.

Disability Management

What is the Purpose of the Disability Management Program?

The purpose of the disability management program is to jointly,

- Assist employees who are off ill/injured (WSIB) with a safe and early return to work
- Provide assistance to employees struggling to remain at work.
- For those unable to continue to work, provide assistance in applying for appropriate benefits.

Return to work meetings

When the employer receives the appropriate medical documentation from the worker the employer will determine whether or not a meeting is required to facilitate a return to work meeting. Present at that meeting are, Disability Management from the employer, the Union's Disability Management Rep, the worker and in some cases a supervisor. Accommodations are discussed as per the limitations/restrictions on the **FAF** (Functional Abilities Form) or the **Medical Certificate**. Once all parties agree on the accommodation a **Return To Work Plan** is written up and signed by all parties, there may be additional meetings until the worker is back to his or her full regular duties.

Medical Notes to Support Time Off

When asked by the employer to provide a medical to support time off, the medical will have to include **objective medical information**. An example of objective medical information is, limitations / restricts and or symptoms as to why the worker needs to be off work. A medical stating "off under my care, or unfit for work due medical reasons will not support the use of your sick leave entitlement.

Any medical information that you provide to the employer should also be shared with the Union's disability representative. We want to provide the best representation possible and by not sharing this information prevents the union from doing so. The onus is on the worker to provide this information especially around appeal time limits.

If you have any questions or concerns regarding Disability Management call the CUPE Office we will be please to assist you.

You Disability Management Committee can be reached through the CUPE Office.

Phone: 905-571-7879 or Toll Free 1-888-571-0218 Fax 905-571-4102

Catholic Board

Rod King

rking@cupe218.ca

Public Board

Marion Moore

mmoore@cupe218.ca

Public Board

Jamie Spencer

jspencer@cupe218.ca

REMINDER

Some CUPE 218 members report sensitivities to various chemical-based or scented products. We ask for everyone's cooperation in our efforts to accommodate their health concerns.

In response to health concerns, CUPE 218 has developed a Scent-Free Policy. Scented products such as hair spray, perfume, and deodorant can trigger reactions such as respiratory distress and headaches. We are asking Staff and visitors not to use these products when reporting to this office.

CUPE 218 is a Scent-free environment. Please do not use scented products while at work.

**SCENT
FREE
ZONE**

Help us keep the air we share
healthy and fragrance-free

The chemicals used in scented products can make
some people sick, especially those with fragrance sensitivities,
asthma, allergies and other medical conditions.

DO NOT wear perfume, cologne, aftershave
and other fragrances.

USE unscented personal care products.

Political Action Committee

Partners for Life

Canadian Blood Services and CUPE Local 218

Partner ID: CUPE014461

Canadian Blood Services
it's in you to give

Show this card to ensure that your life saving donation counts towards CUPE 218's pledge!

www.blood.ca/partnersforlife

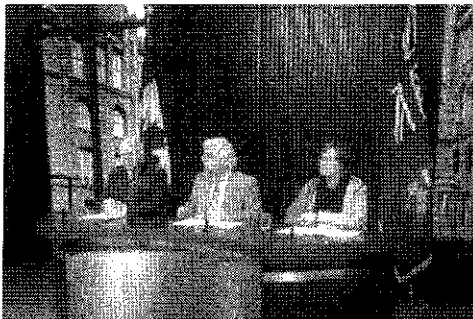
There is an on-going challenge for CUPE members, family and friends to donate blood.

One donation has the potential to save up to 3 lives!

YOU can make that kind of difference!

To book an appointment visit www.bloodservices.ca or call 1-888-236-6283

Use the Partner ID# CUPE014461 to link your donation!



(Left to right) CUPE national president Paul Moist, CUPE Ontario's Fred Hahn and CUPE's School Board Co-ordinating Committee chair Terri Preston speaking at a news conference on Jan. 13, 2014. 680NEWS/Kris McCusker

The Canadian Union of Public Employees (CUPE) says it won't support Bill 122 — the School Boards Collective Bargaining Act — because it says the Liberal government has failed to honour its agreement with school support workers.

The agreement was made a year ago at 13 boards across the province.

At a news conference Monday, the union said the province has broken faith with school board support workers, who they say are the "backbone of our schools."

CUPE Ontario's Fred Hahn, along with CUPE national president Paul Moist and CUPE's School Board Co-ordinating Committee chair Terri Preston, spoke at the news conference.

"As a result of this broken faith [with] the school board support workers, until the government actually lives up to the deal they negotiated last year, why would we trust them?" Hahn said. "The Liberal government has said that Bill 122 will prevent the kind of chaos that took place in our schools under Bill 115," he added. "We are here today to say it won't work. For the past year, the government has refused to honour and enforce the agreement that it signed with CUPE last year under Bill 115."

The province is currently debating Bill 122. If approved, it would create a two-tier bargaining process. There are eight unions that are formally acknowledged in the text of the bill, but CUPE is not. CUPE also called on MPPs from all parties to reject Bill 122.

"It's why we're calling on all MPPs to withhold their support for Bill 122, until the government lives up to the side of the agreement that it signed with CUPE school board support staff," Hahn said.

Moist said Bill 122, which is at its core central bargaining, but that central bargaining only works if both parties are bargaining in good faith. "We are calling on the government to do the right thing," Moist said.

Preston said some support staff aren't being treated fairly. She said the provincial government is creating "inequality in schools, which is the very opposite of what central agreements achieve." "Support workers doing the same jobs, working just down the road from one another but employed by different boards, are receiving differential treatment."

The bill passed a second reading at the Ontario legislature in December, but has not yet gotten final approval. CUPE, which is Canada's largest union, represents Ontario's 55,000 support workers in public, Catholic, French and English school boards. The workers include educational assistants, secretaries, early childhood educators, instructors, community advisory staff members, food service workers, library technicians and custodians.

With reports from Kris McCusker, 680News



Dear Premier Kathleen Wynne,
We deserve a raise! I support an increase in the minimum wage to \$14. \$14 will bring working people 10% above the poverty line. No one should be exempted. That is not too much to ask! Our minimum wage should also be increased every year with the cost of living.

Please visit the website:
<http://raisetheminimumwage.ca/>
 for more information on how you can help!



Join us on Facebook at: Cupe Two-Eighteen or Twitter at: @Cupe218

Durham Catholic Custodial/ maintenance

Dear Members,

At this time we have no outstanding grievances.

Everyone should now be aware of the changes made to the structure of Families of Schools and the changes to Facilities services. We now have 3 SQS (service quality supervisors) and an email was sent out showing areas which each supervisor is responsible for. It is our understanding that we will eventually have an SQS working the evening shift on a rotational basis.

Your Committee is aware of some concerns of our members and continue to sort through the issues and work towards a favourable outcome for our members. Thank you to those members who have brought their issues and or concerns forward. Without your input, we would be unaware of some of these items. It is important that all members continue to contact one of your Reps with any questions or concerns, no matter how small you may feel the issue is. In past newsletters we have asked for proposals for contract negotiations from our Custodial/maintenance unit. To this date, we have received 3 proposals from our members. This will be the last call for proposals as we move closer to the Summer months and commence bargaining. If you have any proposals you would like to submit, please email to bburd@cupe218.ca

If you have injured yourself at work regardless of how serious you may feel the injury is, please report it to your supervisor A.S.A.P. and keep your Union updated with any issues. Please also keep us updated with any injuries that occurred out of work but work time was lost due to these injuries.

As we move closer to negotiations, please plan on attending the monthly general membership meetings. Any new information received surrounding bargaining will be shared with our members at these meetings.

In solidarity

Brian Burd bburd@cupe218.ca

Natalie Melich nmelich@cupe218.ca

Sean Hebert shebert@cupe218.ca

Bill Checkett bcheckett@cupe218.ca

CUPE Local 218
Durham Catholic Educational Assistants
April 2014



Dear Members,

A Happy and Blessed Easter to All!

Thank you all for using our new E.A. Incident Report. Reporting has increased and this gives us a better picture of what is going on. If there is any first aid or injury, please fill out an Employee Incident Report as well.

We start the year with 11 sick days. If you did not use all 11 last year, the unused days may count as top-up days, i.e. If you have 3 left, you have 3 top-up days equal to 30 days at 100% pay. Please contact us if you are having any difficulty with your sick days. You should have received your sick day report. Subtract the sick days you used from 11 and that will give you how many top-up days you have.

There is a special meeting on April 27th for the CUPE leadership regarding the passing of Bill 122. Please come out to the General Membership meeting on Sunday, April 27th as we will have information right off the press.

Please forward any suggestions for our Collective Agreement to the CUPE Office. These suggestions are for local issues only. We will review and consider each and every proposal.

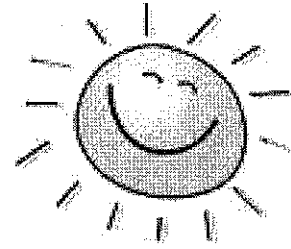
We welcome all comments, questions and concerns!

Sincerely,

Maureen MacInnis-Chairperson- Whitby Schools- 905-571-7879

Maureen Suddard-Ajax/Pickering Schools-905-571-7879

Carrie Boisvert-Secondary/Oshawa/Northern Schools-905-571-7879



Catholic Board Secretarial/Clerical/Technical Unit

It's mid April and I'm not sure if you are searching your gardens for spring flowers or shoveling snow! It's been a long hard winter and we're moving towards the end of our current contract. There hasn't been a call to bargaining yet but as soon as I know when it all begins I will be sure to let you know. If you haven't already done so, PLEASE PLEASE PLEASE register on the CUPE website. If something comes up quickly during bargaining we need to be able to reach you through a personal email, not the board email.

On April 10th & 11th, Mike, Karen & I attended a Health & Safety Workshop presented at the CUPE Hall along with about 27 other CUPE members.

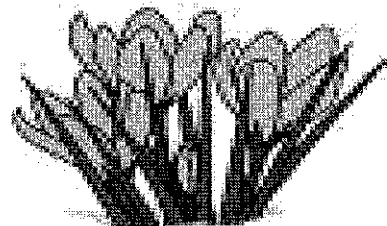
I've been hearing quite a lot about the front door security systems that have been operating at all the DCDSB elementary schools. Secretaries are experiencing everything from physical strain/repetitive action to the stress of the extra workload. It may only be pushing a couple of buttons each time someone presses the intercom but we have to stop what we are doing, bring up the camera on our screen, ask the visitor what their business is (if we don't recognize them), buzz them in. For some of us this is happening hundreds of times a day for parents, grandparents, supply staff, Board personnel that are visiting to perform work, delivery men etc. This has also given the Custodial staff extra work...locking and unlocking doors etc. I have brought this up with the employer and do intend to continue having conversations about staffing to handle the extra work.

We recently had a couple of temporary job postings, 2 of which were in guidance. Temporary job postings are a great way to find out if you like a job and to gain experience for when a permanent posting comes out. And if you don't like, or think you can't do the job, you can always request a transfer back to your previous position.

Quite a few of our members are filling out PDQ's and we will move forward with them as this process unfolds. For another member we have worked a long time on a grievance and we will be going to arbitration in June. There are several other unresolved issues that Brother King and myself have requested meetings for.

Our next Labour Management meeting will be held on May 7th. If you have any concerns that you would like to see addressed then please email me.

Nikki Spiers – Chairperson nspiers@cupe218.ca
Mike Morris – Bargaining Committee mmorris@cupe218.ca
Karen Ulrich – Bargaining Committee kulrich@cupe218.ca





CUSTODIAL /MAINTENANCE

PUBLIC BOARD

Dear Brothers and Sisters

Well I think we made it.... Spring is here?? Nice to see our days are longer; a little more daylight gives us that renewed source of energy.

April 15th was our labour management meeting; during the meeting we were given a presentation on Employee Self –Serve an addition to our computer programs which all employees will find useful. Employee's will have access to his or her personal information, pay stubs , vacation entitlement, seniority, benefit information ,will eventually have T4 s, all at the click of a button.

Other topics discussed were:

Management, expressed concerns of continuing increase in absenteeism and the possibility of the discontinuation of Fridays off for our summer hours may be result of the additional cost incurred for coverage.

The union brought forward our concerns on the vacation schedules that were circulated, requests for the number of days and how it was suggested to schedule those days. Management tell us the concern is that too many people leave numerous days left undetermined until the last couple months and it becomes a problem for coverage. Although we understand that as a concern we feel this is more of a personal issue, and if management wants to change what is listed in the collective agreement it needs to be discussed in negotiations. Please refer to your collective agreement article 21 if you are unsure. Keep in mind those that have left more than the recommended 5 days undetermined always run the risk of those days becoming a conflict or coverage concern and must be flexible for those particular dates.

Couple of things that the committee has been dealing with and would like to caution all members in is to always be aware of your surroundings in the workplace. Be respectful and professional to all, being anything other can not only make your life difficult, could mean being moved, discipline and worst case scenario termination.

For anyone who has discipline on their personnel file and it has been over a 24 mth period, you must request in writing removal of such discipline. A request for removal of the disciplinary material shall not be unreasonably denied. (Article 11.04 in your collective agreement) For those who are unsure, you do have the right to ask to see your personnel file and can make arrangements to do so through the board office.

Safe schools and the implementation of the new security systems; for some schools this is not yet completed and for those that are up and running we have heard some feedback. Please be aware that we are not the door men of the buildings, this is to be a team effort to make sure are buildings are safe for staff and students, and not the sole responsibility of the custodians to ensure this. I have heard of ridiculous times and requests of doors being locked and unlocked by chiefs throughout the day. There needs to be discussions with administration, custodial supervisor and chief custodian as to what the expectations and the roles that all staff take part in. Ideally all doors entered during the day need to run through the safe schools program with automatic lock and unlock times being programmed through the system.

As most of you are aware we'll soon be negotiating a new collective agreement. We have received some proposals and have many proposals from our last round of negotiations which were never even tabled. The strict time lines brought down from the government in the last round left our hands tied and negotiations were limited. Hopefully this round will be more productive, and we will be able to clear up some language issues and some improvements in our collective bargaining and contracts.

Over the last few months the committee have attended conferences, leadership meetings involving many locals, and unions. We have participated in several conference calls with the O.S.B.C.C. discussions over the possibility of elections and change in government, readings in parliament and the passing of Bill 122. The last conference call held on April 14th discussed the third and final reading; Bill 122 has now been passed. What does this mean to us? There is a leadership meeting being held on April 26th in Toronto for the executive committees to discuss and gather information to bring back to the members.

Saturday May 3rd there will be a special meeting for all members to come and vote on whether or not the membership wishes to go forward with centralized bargaining. Come out and get the information first hand. Criteria to be involved in central bargaining is two thirds from each bargaining unit must vote in favor of centralized bargaining in order to continue in this process. Look for time and location notice to follow.

Our last general membership I saw some different faces out to the meeting which was nice to see. It is one Sunday a month, it is a great opportunity to come out and ask questions get information first hand. Our next meeting is April 27, 7:00 pm @ the union office. 2080 Wentworth St. Whitby. Elections will take place for one bargaining committee position from the stewards already elected.

Welcome to Bob Montgomery who is now a steward on our committee.

Yours in Solidarity

Lori Cross
Chair person

Committee: Dennis Gibbs, Dan Fuso, Mike Nixon,
Glenn Marsh, Diane Carder, Kelly Watts, Kurt Badgley, Rick Worsley, Bob Montgomery



Public Board Con Ed Workers
APRIL 2014

Your Bargaining Committee:

I participated in 2 days of training for Health & Safety, offered by CUPE at our local office on Thursday, April 10 and Friday, April 11.

I also took a course titled an Introduction to Stewardship. It was offered through the CUPE Spring School at Durham College on Saturday, April 12 and Sunday, April 13. It was a great course: well designed, experienced instructors and valuable content. .

Silvia had planned to attend both but unfortunately, will have to wait for another opportunity.

Susan is planning on retiring from 31 years of service in the LINC/ESL department this June; as a result we will be looking for a new committee member. If you are interested, please speak to one of us.

Sick Day Payout:

I have been made aware of fifteen members who are still waiting for their sick day payout. If you are awaiting payment for past sick days, email with details ASAP.

Sick Day Allotment:

If you have been on ESS (Employee Self- Serve) portion of the board website to look at your sick day allotment and you are trying to read how many sick days have been allotted to you, please know that your workday is prorated to 7 hours. (Not 8 hours as mistakenly noted to you in a previous newsletter.)

Labour Management:

We had a Labour - Management meeting on March 25 and our next one is scheduled for May 27. If you have any concerns that you would like us to address with management, please keep us informed.

In the meeting, we have addressed a concern with our recent enrolment in the OMERS pension plan and some of the trials in doing so. The board has offered to provide an information session but would like us to provide them with topics of discussion or questions that need to be addressed. If you have interest in a meeting regarding OMERS provided by the DDSB, please let one of us know.

Bargaining:

We have not finished our first collective agreement; we are currently waiting for the board to provide us with our next bargaining date.

Short Term Sick Leave (STSL):

In previous newsletters I informed you that as a CUPE member you were entitled to 120 days in our short term sick leave plan at 90 % of your regular earnings if you are ever in a position to need this. Unfortunately, there is a problem with the interpretation of the MOU. The board has agreed to provide 90% for 60 days for their CON ED employees. We are continuing to work on the difference of opinion in the interpretation of the MOU and will keep you posted.

As always, please feel free to email or phone us **after work hours** if you have any questions.

- | | | |
|--------------------|--|--------------|
| • Maureen O'Reilly | moreilly@cupe218.ca | 905-571-7879 |
| • Silvia D'Amato | sdamato@cupe218.ca | 905-571-7879 |
| • Susan Blakelock | sblakelock@cupe218.ca | 905-571-7879 |

Maureen O'Reilly, Public Board, Con Ed Workers Bargaining Chair

Educational Assistants Public Board

Bargaining: Once again the CUPE locals in the province are being asked to run special meetings to get approval from the membership in each bargaining unit to take part in the provincial bargaining process. Please watch for these notices. Check the website. The meeting and voting must take place prior to the end of April.

After that there will be bargaining proposal meetings for the local round of bargaining that will (or should) take place concurrently with provincial bargaining.

Postings:

There was an internal round of postings for the new classes opening in September. Interviews for these classes should have taken place or been already scheduled by the time this newsletter is posted on the website.

If you applied and haven't heard anything, please contact your bargaining rep.

Be careful out there:

Keep the professional boundaries in place. It is not appropriate for EAs to text parents, or students. Communication with parents should be done via an established practice... ie through the teacher, through a communication book....not texting.

If asked to take pictures of students, make sure you are using a school camera, not your own personal phone.

Timelines for staffing: (subject to change)

Principals receive the staffing for next year, Tuesday May 20th,

EAs who's assignment

has changed can request to be added to the surplus/transfer list May 23st, 2014.

Choice lists are sent to the EAs on the list May 26th, and need to be back to Sharon Wopereis by Fri. May 30th, 2014.

Emails to EAs advising them of new assignment for September 2014 by June 9th, 2014.

Any classes left over from this process will be posted the following week. Any flexible base positions will be posted in the fall.

The following letter was received at the union office. Normally we would not publish something that wasn't signed, but it was felt this raised some really good points.

April 3, 2014

Dear Marion,

As I observe the students go through the system over the past many years, I honestly wonder if the education system is doing a disservice to many of its students. Throughout my career, I have noticed an excessive increase in violent behaviour. It is my honest opinion that we are not educating students with aggressive behaviour to understand reality and how the real world works. I also believe the pendulum has swung too far and is leaning to an unhealthy and unsafe side. Although we deal with many students with many different needs, I question who is standing up for the non-violent students and staff and who is ensuring their safety?

First of all I would like to address "how the real world works". In society aggressive/threatening behaviours are not tolerated. The police become involved and charges are laid and they go to jail (the police do not take into account if they have a special need). Yet, in our school system the same students continue to be violent day after day, hurting and threatening the adults who work with them as well as the other students. How often does it get reported to the principal let alone the police? How many students do you know have been charged after they become adults because they did not receive the treatment required in order to help them understand and respect others as well as the law?

Furthermore, we have now come to the point where many schools equip staff with protective equipment in order to shield themselves. I am not sure when it became okay to receive physical abuse (physical abuse is an act of a person who intends to cause feelings of physical pain, injury, or other physical suffering or bodily harm to another person). On another point, who is protecting the students and adults who do not wear the equipment? In the past years I have seen many objects fly across the room, some hitting students and staff and many near misses. I have seen classes evacuated while objects are flying, desks are flipped over and students witnessing school staff getting kicked, punched, scratched or even bitten. I have watched many elementary students come to school scared because of violent students in their class. I always thought that children had a right to feel safe at school, yet this is no longer true. Research has shown that your childhood experiences can have a detrimental affect you for the rest of your life. Do to the violent actions of these students as well as the lack of supportive action that we, the staff, are receiving from the Ministry of Education we have many scared and sometimes traumatized students. Are these really the lessons that we want to teach our students?

I understand that we have many students with a variety of needs, but are we really servicing their needs when the violence is constantly increasing? EA allocation used to be dispersed for many reasons including academics, but academics have been eliminated due to the constant increase of violence in our schools. I am writing you this letter because I am genuinely concerned of the welfare of the students in our schools and in addition, their opportunity for success later in life. I really believe that we are doing a disservice to the students with and without aggressive behaviours and I am especially concerned for their futures. Similarly, who would have thought, as a staff member at a school, you would be afraid to go to work each day? Behaviours are not supposed to be survived, but improved. I honestly do not think that we are currently moving in the right direction and it is time for a change. What we are currently doing in the education system is not working!

Sincerely,

A very concerned EA

11 Day Sick Leave Notice From DDSB

You will have received an email from the board if you have used 11 days of sick leave that are paid at 100%. The union is copied on that notification. If you use more sick leave and you do not have any top up days saved from last year, your pay will be reduced to 90% for each sick day taken after the 11 days. You do not need to supply a medical note for an illness unless you take 3 consecutive days or are asked by the Board. If you have any questions or concerns please contact the union office.

Discipline

Article 15.04 Where a minimum of two (2) years have elapsed since a disciplinary matter was placed in an employee's file, the employee may request that such disciplinary material be reviewed by the Superintendent of Employee Relations. A request for removal of the disciplinary material shall not be unreasonably denied.

IT IS UP TO THE EMPLOYEE (YOU) to request that discipline be removed.

Please plan on attending the General Membership Meeting, Sunday, March 28th, 2014 at the Union office, 2080 Wentworth St., East Whitby. Ont. at 7 pm.

Bargaining Reps:

Karen Alexander		All northern Schools (north of Hwy 7) and all Whitby Schools kalexander@cupe218.ca
Lori-Ann Richards		All Ajax/Pickering Schools lrichards@cupe218.ca
Kelly Gainer		All Oshawa Schools kgainer@cupe218.ca
Marion Moore	Ext. 315	Chairperson: office hours 7 am - 3 pm mmoore@cupe218.ca

Stewards:

Suzanne McConkey		Oshawa Elementary Schools smcconkey@cupe218.ca
Glen Morrison		Pickering/Ajax elementary schools gmorrison@cupe218.ca
Gail Dignard		Oshawa/Whitby/Ajax/Pickering Secondary Schools gdignard@cupe218.ca
Sue Wilkinson		North of Hwy 7 and Whitby Elementary Schools swilkinson@cupe218.ca

Office/Clerical/Technical – Public Board

October, 2012

OFFICE/CLERICAL/TECHNICAL – Newsletter April, 2014

Everyone welcome...

Join us at the next General Membership meeting on **Sunday, April 27 at 7:00 p.m.**

If you are a new member, be sworn in and learn more about your Union.

Hope everyone had a nice March break. Some of you may have been working, but I'm sure it was a little quieter than usual. Our next holiday is not far away and I hope you all get a chance to enjoy it too.

BEREAVEMENT

For some reason, unknown to the union, the board has decided that we must now apply for all bereavement leaves. We understand that when you lose a loved one, the last thing you tend to think of, is applying for a bereavement leave. Management thinks differently! This has never been a practice in the past, but apparently it's something they are requiring now. I just want to caution you, that if your loved one should pass close to or on a school holiday, the board is now counting your holidays as part of your bereavement time. For example, if your parent should die on the Friday before the March break, the board will not give you a bereavement leave as you are already off on holidays. They will not let you delay your holidays or your bereavement. We had filed a grievance last year about this and took it all the way to arbitration and the person was not granted their bereavement leave.

They have also informed us they will not allow us to delay the paid bereavement time. So, if your parent should pass and the funeral arrangements are being delayed (as is the case a lot of the time now with families so spread out across the country), I strongly suggest you take your bereavement leave at the time of death, and apply for a compassionate leave at the time of the funeral. We did have someone whose mom had died and the individual went to work very

upset for a week. The plan was to take the bereavement leave the following week when the family would all be able to get together. She was denied her 5 day leave and given 2 paid days and 3 unpaid days and management felt that was really generous.

I strongly encourage you to contact the union office and leave a number that you can be reached at (not your work number) if you have any questions or concerns – **before** you apply for bereavement leave.

CONFIDENTIALITY

Your bargaining committee loves to see you at our general membership meetings. At every meeting, a report is given by all Chairpersons about what is going on in their unit. It is also an opportunity for you to ask questions about the report or anything else you might be interested in. As these meetings are only open to union members, it stands to reason that all that is discussed, is union business and therefore must remain confidential amongst union members. While it may surprise some of you, management is NOT your friend. Discussing union business with management is definitely a breach of confidentiality and will not be tolerated. We are in no way encouraging you to be unfriendly or unprofessional with management, but union business is just that – union business.

Office/Clerical/Technical – Public Board

October, 2012

TECH DEPT.

There are some changes being made in our tech department that cause some grave concerns. It has been decided by management without consultation with the union, that our tech workers will no longer go to schools to look after computer problems. They are being stationed in the board office and are being told to do their work remotely. While management maintains this is a cost and time-saving measure, this ultimately affects members of our bargaining unit in the tech department. The problem arises because they need to talk to people in the school to do this work. Teachers are being called out of classes to talk on the phone, in order to assist our techs to do remote work. Since teachers are being paid to teach, not to do the work of our bargaining unit, we are strongly opposed to this decision. Please check with your administrators before calling teachers out of class to do tech work. While it may seem to be that we are giving our tech workers a difficult time, we are in fact supporting their role as tech support personnel who have a job to do. They are often being asked to call back several times in order to reach teachers – a huge waste of time. Our techs can do a much better job in person without interruption to classes.

O.C.T. BARGAINING UNIT MEETING MARCH 5, 2014

We held a meeting on March 5, for our bargaining unit to discuss issues relevant to bargaining for our next contract. We had 8 members of our unit show. While it provided an intimate discussion forum, it was very disappointing that of the 328 full time members and 127 casual and part-time members, only 8 people felt it worthy enough to attend. Our contract is **our** contract – meaning that it is for every one of our members. We will bargain in the best interest of every person in our bargaining unit, but your input is vital in order for us to do that.

SAFE AND WELCOME SCHOOLS

Well how do you like it so far? From my perspective, I'd like to rip the buzzer right out of the wall. This is one of the worst initiatives that has been implemented by our board. We met with this committee on two occasions to discuss our concerns. We were assured on both occasions, that our concerns would be looked into. It appears that this was not the case. We are now looking at other avenues to have our concerns addressed. If you are not happy with this camera security system, please e-mail me from your home e-mail address to my address below. I need to hear from you in order to take this further. I am one voice and many voices will have more weight. I assure you this will be confidential in that I will only be sharing your comments, not your names.

PERSONAL E-MAIL ADDRESSES

Once again I'm asking for you to sign up on the CUPE website. We have 179 people out of a possible 455 signed up. We had sent out an electronic flyer with regards to our meeting on March 5, as well as put it up on the CUPE website and in the previous newsletter. We want you to be informed. With this being a bargaining year, we need to be able to get a hold of you and/or inform you of issues and meetings. Please take 2 minutes out of your busy day to get signed up.

DISCIPLINE

If your supervisor calls you in for a meeting, you have the right to know ahead of time what it is for. If you are being told it is for discipline, or a work problem, or you are feeling somewhat threatened, you have the right to ask for union representation. Please do not go into any type of meeting that you are uncomfortable with, without giving the union a call first. You have the right to tell management, that you feel uncomfortable and would like to have your union rep present. Management cannot deny your right to union representation.

Office/Clerical/Technical – Public Board

October, 2012

DEBRIEFING

Whenever you are denied a position that you applied for, you have the right to a debriefing. The purpose of this is to give you feedback about areas you have qualification and/or ability shortfalls. If you are applying for a position that you know exceeds your capabilities, this can be very helpful to guide you as to what you need in order to qualify in the future. Sometimes it can be a very humiliating experience, particularly if you know you are a suitable candidate. If the latter scenario is one you find yourself in, you may request from Cathy Miller for a union rep to be present. The rep's job will not be to speak for you, but rather to take notes and help be your ears. Please call the union office if you need assistance in this matter.

ARTICLE 16.04 – DISCIPLINE

"Where a minimum of two (2) years have elapsed since a disciplinary matter was placed in an employee's file, the employee may request that such disciplinary material be reviewed by the Superintendent of Employee Relations. A request for removal of the disciplinary material shall not be unreasonably denied."

It is strongly recommended for your protection, that if you have such information on your file, that you request in writing to Janet Edwards, Superintendent of Employee Relations, to have it removed. If your request is denied, try again in another six months. If it is still denied, keep trying every six months.

FINAL NOTE

If you have any concerns or comments, please feel free to contact your representatives below:

tbd – Elementary Rep

Karen White – Secondary Rep –
kwhite@cupe218.ca

Rachel Hunter – Ed Centre Rep –
rhunter@cupe218.ca

Cathie Rousseau – Chairperson –
crousseau@cupe218.ca

I encourage you once again to contact us at our CUPE e-mail addresses through your personal e-mail. Please do not use board e-mail. You may also call the CUPE office at 905-571-7879 and leave a message with a number you can be reached at, that is not your work number. Your messages are relayed quickly to us and we will call you back. Please avoid calling us at our work phone number.



CUPE LOCAL 218 MILLENNIUM SCHOLARSHIP & THE LEN BYRNE MEMORIAL SCHOLARSHIP

Local 218 is pleased to call for Applications for its Annual Millennium & Memorial Draw of five scholarships worth \$1,000.00 each to be presented to a dependent child of an active dues paying member of CUPE Local 218.

The criteria for selection of the scholarship winners are:

1. The Scholarship recipient must be entering in September at least the second years of a of a "full time" course from an accredited publicly recognized post secondary Institution.
2. Evidence of scholastic ability - a completed transcript with a minimum required 70% average will be required if declared a winner to qualify for the scholarship.
3. Applicants must be 25 years of age or younger. Proof required either a copy of Birth Certificate/Driver's Licence/Passport.
- 4/ Applications must be sent in to the CUPE Local 218 Office by SEPTEMBER 30th of current year.
5. The five winners will be drawn at the October General Membership Meeting.

CUPE Local 218 is very proud to honor and pleased to be able to offer some financial assistance to our members dependent children.

**CUPE LOCAL 218
MILLENNIUM SCHOLARSHIP
&
THE LEN BYRNE MEMORIAL SCHOLARSHIP**

APPLICATION FORM

"ONE APPLICATION PER DEPENDENT"

THE STUDENT

NAME _____

ADDRESS _____

DATE OF BIRTH _____

(Attach proof of age)

THE PARENT

NAME _____

ADDRESS _____

TELEPHONE NO. _____

CURRENT WORKPLACE _____

POSITION _____