

CUPE / *Canadian Union
of Public Employees*

LOCAL 218

**GENERAL MEMBERSHIP
MEETING**

**7:00 P.M. SUNDAY
APRIL 26, 2015**

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 2015

Dear Sisters & Brothers:

I hope everyone had a nice March Break and a wonderful Easter weekend.

For the members that worked over March break congratulations on a job well done. I was in a meeting with the Superintendent and Manager of Facilities Services at the Catholic Board who had the opportunity to visit some locations and were very impressed with the work they seen being done and the dedication and service you the members provide.

I would like to thank all the members who took the time to attend the strike votes on Saturday April 7, 2015 and Sunday April 8, 2015. The turnout was amazing and I believe all members made an informed vote. Provincially the results were 91% in favor of taking job action if necessary. I would also like to thank the two custodians that covered the permit at Donald A. Wilson on Saturday March 7 2015 meeting for going beyond the call to assist us with our technical glitch.

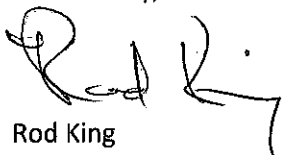
Our Provincial Team has met with the Ontario Labour Relations Board on April 1, 2015 to see if the employer is prepared to make any moves on the many issues still in dispute. Unfortunately, the management team was unwilling to move on any key issues in dispute. Because of this, our Provincial team has the following dates to meet with the OLRB.

- April 17, 2015, CUPE will submit its final brief.
- May 1, 2015, The Employer and the Crown will submit their final brief
- June 8, 10 & either June 22 or 23 will be scheduled hearing dates at the OLRB

We will provide updates and keep you informed as we move forward.

Our next General Membership meeting will be Sunday April 26, 2015 @ 7:00pm at the CUPE office. Please plan to attend.

In Solidarity,



Rod King
President, CUPE Local 218

2080 Wentworth Street, Whitby, Ontario L1N 8W9
Phone No. 905-571-7879/Toll Free 1-877-571-0218
Fax No. 905-571-4102
Email: office@cupe218.ca website: www.cupe218.ca

Vice Presidents Message

April 2015

I would like to say thank – you, for the outstanding turn out for the strike votes for both the Catholic Board and the Public Board on March 7th and March 8th, and for the show of solidarity by voting Yes. It makes it much easier for both the Ontario School Board Coordinating Committee (OSBCC) Bargaining Committee to negotiate with the Government with the support of 55,000 support staff across the province. At the local tables that support also makes a strong union statement. Together we are better!

Unfortunately I wasn't able to attend the Catholic Board vote. I was returning from a training course and was unable to get back in time. I would like to thank the membership for sending me to Advanced Dispute Resolution course. It is by far the best course I have taken since becoming a union member, and a member on the Executive. I've already used some of the strategies learned.

The disability management team has completed a one day course on Writing Appeals for WSIB. We are finding that WSIB is promoting written appeals, instead of oral appeals. This course will be giving us new suggestions and updating us on new changes to the WSIB process.

If you haven't already registered on the cupe218.ca website please do so. Newsletters and special meeting notices will be forwarded to your own inbox. Please make sure you have a personal email address and NOT use the employers email system.

Last week all workplaces should have received the members information sheet that the union sent out through the courier. We ask that you fill this in and send it back to the union office a.s.a.p. so that our contact information is correct. Thank-you to all who have already completed this. If you haven't received this please contact the union office so one may be sent out to you.

At the time of writing this newsletter our OSSTF brothers and sisters are serving notice of their decision to go on strike. Please respect their picket lines. The employer understands that our members may be late in arriving at work due to this work stoppage. Equally OSSTF members know that we are not in a position to strike and that we need to cross their picket lines in a respectful manner. Please check with our website cupe218.ca for updates, and how we can support them during this work stoppage.

Our next General Membership Meeting is Sunday April 26th, 2015 at the CUPE office at 7 pm. Please plan to attend.

In Solidarity,

Marion Moore
Vice President and
Disability Rep. for CUPE Local 218

CUPE INFORMATION REGARDING OSSTF PROPOSED STRIKE ACTION

The Ontario Secondary School Teachers' Federation has announced that the members of the OSSTF/FEESO District 13, Durham who are employed by the Durham District School Board may begin legal strike action on April 20, 2015.

In the event of a strike, members of CUPE are advised that:

- Every CUPE member employed with the Durham District School Board has an obligation to report for work as usual even if your school or worksite is being picketed, as long as it is possible for you to enter the site without danger to your person or property.
- If you are prevented from entering a school/worksite or feel unsafe crossing the picket line, notify the Administrator/Supervisor to whom you would normally report to at work and they will be able to advise you of an alternate work location or come out to you to escort you safely into the building.
- If you are sent to an alternate location, please notify the union at 905-571-7879 or by email to office@cupe218.ca advising them of the location you have been reassigned.
- Although you may have to cross a picket line to fulfill your employment obligations to the DDSB, you can still show your support for your striking colleagues by joining their picket lines before you enter the school/worksite and when you leave. You can also show support by providing coffee and food to the picket lines, joining in demonstrations at the board office and other local activities outside your normal working hours.
- You have a contractual obligation to be at work. Notwithstanding this obligation, CUPE members (permanent, long-term occasional and supply assignments) **will not do any work that is normally done by members of the OSSTF/FEESO District 13, Durham.**
- If you are directed to do work that is not the work of your Bargaining Unit, do as directed and contact the CUPE office 905-571-7879 as soon as you are able.
- You should report any situation that is deemed detrimental to the health, safety, or learning environment of pupils or staff to the DDSB and the CUPE office 905-571-7879.



Durham District School Board
400 Taunton Road East
Whitby, Ontario L1R 2K6
Ph: 905-666-5500
1-800-265-3968
TTY: 905-666-6943
Fax: 905-666-6474

www.ddsbs.ca

C.F. 14/15 - 026
ELM: 14/15 - 023
SEC: 14/15 - 023

MEMO TO: All Principals
FROM: Doug Crichton, Janet Edwards
RE: Picket Line Protocol for Employees
DATE: April 13, 2015

TO ALL STAFF NOT INVOLVED IN THE POTENTIAL OSSTF STRIKE

In the event of a strike, we would like to take this opportunity to share some information to ensure things run as smooth as possible.

- All staff not participating in the strike are expected to report for work.
- Doctor's notes may be required for absence due to illness.
- As picket lines continue, respect the striker's right to protest. According to the strike protocol, striking employees may delay individual employees for a maximum of three minutes for the purposes of orderly communication and information sharing about the strike.
- All employees who are not members of the bargaining unit have the right to cross the picket lines at any time without harassment or intimidation. Please report any threats or intimidation to the Superintendent of Education/Operations and Superintendent of Education/Employee Relations.
- It is important to keep in mind that locally, the striking staff members are valued members of our organization as well as our friends, colleagues and, in some cases, family. **Safety on the picket line requires that all parties exercise restraint and tolerance and demonstrate respect and patience for one another. Approach a picket line as you would a busy intersection. Come to a full stop, watch for an opening and exercise caution before proceeding.**
- In the interest of safety, it is strongly recommended that drivers access Board property by taking a right-hand turn into the entrance or proceeding directly through an intersection. Drivers taking a left-hand turn into Board property may face undue delays and block traffic.
- Please consider entering the Education Centre off of Anderson if there is a backlog at the main entrance off of Taunton.

In the unlikely event that difficulties are encountered on the picket lines, please contact your immediate supervisor for direction.

Thank you for your ongoing commitment to our students' success and well-being.

From: Martyn Beckett/Administration/DDSB
Sent by: Karen Douglas/Edcentre/DDSB

To:

Date: Wednesday, April 15, 2015 02:20PM

Subject: Update #2 Regarding Potential Labour Disruption in Secondary Schools

To All DDSB Staff:

The Durham District School Board (DDSB) is committed to keeping our staff updated on any developments regarding negotiations with and any potential job action by the local Ontario Secondary School Teachers' Federation. The purpose of this communication is to inform everyone on the status of labour negotiations.

The Durham District School Board remains committed to reaching a negotiated settlement with no interruption to the school year for our students. The DDSB continues to meet with the local teachers' union this week in negotiations.

We want you to clearly understand the status of our schools if a deal cannot be reached and the teachers' union moves to hold a strike on Monday, April 20, 2015. Our decisions will be guided by our concern for the safety of our students and we will have no choice but to close schools. All staff who are not on strike are to report to work. If a picket line is set up at your school or the Education Centre, please see the Central File Memo sent to staff on April 13, 2015 for further information regarding protocols during a strike.

If a strike occurs, all Durham District School Board secondary schools will be closed to students. This means:

- All regular instructional programs for grade 9 to 12 students will be cancelled.
- Buses for secondary students will not operate. Buses will continue their routes for elementary students and other shared routes only.
- Teachers may be picketing outside Durham District School Board secondary schools and the Education Centre. Picketing is not expected to take place outside DDSB elementary schools.
- Further details will be communicated as required in the coming days.

We share the concerns and anxiety of our students and their families, however, with the structure of provincial bargaining, we are doing everything we can as a local school board to resolve this situation. We will continue to monitor the situation and will provide you with any updates as soon as possible.

As a Board, we respect our secondary teachers and value their work with students. We remain committed to reaching fair, negotiated agreements with all of our employee groups.

Thank you for your patience, support and understanding.

Martyn Beckett
Director of Education
Durham District School Board
Phone: (905) 666-5500
Follow me on Twitter: @director_ddsb

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From: Martyn Beckett/Administration/DDSB
Sent by: Karen Douglas/Edcentre/DDSB

To:

Date: Tuesday, April 14, 2015 03:24PM

Subject: DDSB Message to Staff re: OSSTF District 13 Announcement of Intention to Strike

*****This e-mail has been sent to all DDSB staff.*****

On April 8, the Durham District School Board received notification that the Ontario Secondary School Teachers' Federation (OSSTF) in Durham is in a legal strike position and intends to strike starting on Monday, April 20, 2015, if a locally negotiated settlement cannot be reached by this date.

The announcement has created considerable concern among our students, families, staff and our community. As our valued employees, we know that it's important for you to be informed of the process and of the Board's position.

With the deadline of April 20th, as set by OSSTF, at this point, many of the details are not yet clear and may not be for some time. Please know the DDSB remains committed to finding a fair, negotiated settlement for our staff and students with no interruptions to the school year.

The negotiations process is complex and is subject to confidentiality agreements which are considered critical to bargaining in good faith.

Negotiations involve two levels of bargaining as required by the province:

1 – *The Central Table* at which school boards as a collective and the government negotiate with the teachers' union about a predetermined set of items.

2 – *The Local Table* at which local school boards negotiate directly with local teachers' unions about a predetermined and different set of items.

It's important to note that a collective agreement cannot be reached until deals are achieved both locally and also with the province.

While it is true the contracts for school board employees throughout the province expired in August 2014, historically in Durham, bargaining is a process which takes time. School boards across the province have been in negotiations with their employee groups since January 2015 – just four months. The DDSB has nine days of scheduled negotiations scheduled with OSSTF and has committed to finding more. Negotiations are scheduled and ongoing in good faith.

Similar job action is currently being taken in Durham and six other school boards across Ontario— Halton, Lakehead, Ottawa-Carleton, Peel, Rainbow and Waterloo Region. The DDSB is the only one of the seven school boards with a strike date of April 20, 2015, confirmed by its teachers' union.

The Durham District School Board remains committed to negotiating a fair agreement that puts our

students first.

We will provide you with an update in the coming days.

Martyn Beckett
Director of Education
Durham District School Board
Phone: (905) 666-5500
Follow me on Twitter: @director_ddsbc

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APRIL 26, 2015

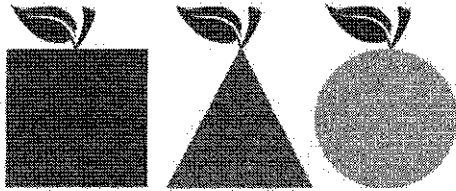
NOMINATIONS/ELECTIONS WILL TAKE PLACE
AT THE APRIL 26 GENERAL MEMBERSHIP
MEETING

NOMINATIONS NOMINATIONS

SERGEANT AT ARMS

1 - MEMBER

No Nomination shall be accepted unless the Member is in attendance at the meeting or has allowed to be filed, at the meeting, their consent in writing duly witnessed by another member and has maintained a minimum attendance record of at least 50% at General Membership Meetings in the previous school calendar year (September-May). This shall apply to all elected positions.



OSBCC BARGAINING UPDATE 2014/2015

MAKING SCHOOLS WORK

10

Upcoming dates:

April 16th – CUPE briefs
submitted to OLRB

April 30th – Management
team and province's briefs
submitted to OLRB

June 8th, 10th, and 23rd –
Hearing dates at OLRB

November 23rd, 2015 –
Charter challenge (with other
unions) on Bill 115

April 10, 2015

Strike Vote Results – an overwhelming mandate

The last of our strike votes were held on March 31st, and as you may know by now, the results of the central vote tally are a resounding 93 per cent in favour of taking job action if necessary. (This percentage reflects the number of our members who voted yes out of the total votes cast across the province).

Thanks to all locals and staff for organizing your votes so quickly and efficiently in March. You were very nimble, which bodes well for all the mobilizing we will need to do to get a fair deal. Many of you have said your members turned out in record numbers to vote, and the pictures on your Facebook pages tell an amazing story of solidarity, and of your commitment to protect our jobs, the services we provide, and our contracts.

108 bargaining units across the province participated in the vote, and an additional local will be voting April 19th. Locals who are contacted by media about their local results should feel free to release that local number (as a percentage) if you wish.

Case management hearing at the Ontario Labour Relations Board (OLRB)

On April 1st, we had a case management meeting at the OLRB. The process established by legislation has a dispute resolution mechanism in the event that the parties cannot agree on what should be bargained centrally vs. locally. We've had to invoke that mechanism as we've had so little cooperation from the employer side in establishing the list for central bargaining.

At the April 1st meeting, it was clear the chair of the OLRB understood our issues. We were hoping to reach agreement that most of the outstanding items can be captured under existing items we've already agreed to. However, the employer side barely moved, and so the case management meeting did not yield results. We will go to a formal hearing in June.

Please note: despite the June hearing dates, there is nothing stopping the parties from meeting between now and then to reach agreement on the central list and get down to bargaining (this

happened with OSSTF after their hearing dates were set – they were able to reach agreement on the central list before the matter got to hearing). The chair of the OLRB has suggested this, and we will communicate our willingness to meet. We hope that the overwhelming strike mandate you have given us will help the employer side focus on the need to start bargaining seriously.

Our final briefs for the dispute resolution hearing will be submitted by April 16th. The management team and province will have an opportunity to respond by April 30th, and then we will go to hearings in June. We've currently scheduled three dates: June 8th, June 10th, and June 23rd.

Other bargaining tables

OSSTF has set deadlines around the end of April for seven boards across the province. These strike deadlines are related to local bargaining for teachers. The OSSTF locals who will be in a strike position are with the following school boards: Durham, Halton, Ottawa-Carleton, Peel, Sudbury (Rainbow), Thunder Bay (Lakehead), and Waterloo. OSSTF's support staff table has just had a first day of bargaining on April 8th. The ETFO teacher table has filed for conciliation and expects to be in a legal strike position at the beginning of May. OECTA is conducting strike votes now.

What comes next

This is not down time for us. It is more important than ever to keep members mobilized now. With the strike votes done, this is the opportunity to ensure that all locals' strike committees are robust and active. Please ensure that you have up-to-date phone and email information for all your members.

We are also asking all locals to work hard at the local level to fight school closures (watch for notices in your local papers about public consultations and participate), maintain your alliances with community groups, expose the flaws in the funding formula, and advocate alongside parents who are fighting for supports for kids with special needs. Members need to be engaged and informed; trustees need to be held to account as they balance their budgets. These are ultimately some of the best tools we have in protecting our jobs and the services we provide.

Some of you have had questions about legal and logistical issues related to striking. We will have a Q and A out in the weeks to come regarding strike issues. In the meantime, any questions can be submitted to osbcc@cupe.on.ca

Please also check us out at:

- www.osbcc.ca
- Facebook: <https://www.facebook.com/CUPEeducationworkers>
- Twitter: @osbcc

AA:gb
cope491

Health and Safety News Public Board

CAUTION! Impossible Standards Increase Risk of Failure!

Unfortunately, allergies are becoming more commonplace. Children and adults who have an anaphylactic reaction to certain foods (peanuts) or insect stings, need to be identified and protected within a school environment by establishing a reasonable Anaphylaxis Policy.

Most school boards have developed policies that are reasonable and provide the best means of addressing the needs of an allergic child or adult. These policies are based on "education" and "co-operation". That is, education about the condition, and requests for the co-operation of students, staff and parents to keep allergens out of the school as much as possible. Although many schools have adopted the education/co-operation approach to this problem, most have stopped short of declaring schools peanut or allergen free, which is a reasonable approach.

Schools who have chosen to declare themselves peanut or allergen free need to be aware that this is an impossible standard to enforce and it may be creating a dangerous false sense of security for those who become reliant on the school to ensure their safety. By declaring a building peanut or allergen free, a school accepts responsibility for a wide variety of human element and environmental variables for which a principal, or any other school staff member, will have absolutely no control over. Good risk management practices would suggest school boards should avoid passing policy that accepts responsibility for

elements beyond it's' control and that establishes procedures which are unenforceable.

The issues are identical to the requests for a peanut or allergen free school. A "perfume free" policy is virtually unenforceable. The best approach for those with allergies to perfumes is to help the school board to develop policy based on the "education" and "co-operation" model. Most people who do not suffer from allergies to scents are unaware of the vast number of products that can trigger an allergy in a perfume-sensitive person. Promoting an awareness of the effects of perfume through education programs can reduce unnecessary or excess use at school. To supplement the education component, students, staff and parents should be encouraged to purchase scent-free sun-screen, soaps, hand creams, deodorants etc. as part of a co-operative effort to protect their allergic colleagues. However, beyond education and promoting cooperation, schools should not take responsibility for ensuring students and staffs are only using scent-free product

Three CUPE members were killed on the job in February.

CUPE 4946 member Dellis Partridge, 60, was killed at work during his first shift as a bus driver with the Peace River School Division. The bus he was driving collided head-on with a semi-truck near Grimshaw, Alberta. Fourteen students were passengers on the bus. All sustained injuries, as did the truck driver. There were no other fatalities.

CUPE 30 member Harl Hawley, a pool service employee with the City of Edmonton, passed away suddenly while working at the Grand Trunk Recreational Centre. The cause of his death is unclear

CUPE 503 member Alain Bissonnette, a heating, ventilation and air conditioning technician for the City of Ottawa, died at the Peter D. Clark Long Term Care Home. He was 40 years old. The Ontario Ministry of Labour was still investigating the cause of death, but also issued orders to install protective cages and railings on ladders in the facility.

"We offer our deepest condolences to the families of these members," said CUPE National President Paul Moist. "Coming home from work healthy and safe every day is something we can't take for granted, as we've been so grimly reminded. We must redouble our efforts to protect our members and all workers."

Again brothers and sisters if you feel unsure or unsafe with working at height make your supervisor aware and feel free to contact me.

We offer our condolences to all families as well.

EAs dealing with violence: I cannot STRESS enough to DO THE PAPER WORK.

So many EAs are not doing the "On Line Violent incident forms" with their principal or NOT even reporting violent incidents to their principal. How is the principal/board going to assist you and your school if they are not even aware that the violent incidents are happening?

EVERY TIME you deal with a student who demonstrates a violent incident (assault) you need to report it. If you're principal refuses to do

it then let me or one of the EA Union stewards know so we can assist you.

Also ask your principal for the receipt number of the filed report or a copy of the report. If you are hurt, scratched, bit or any strikes to the head you need to ask your principal to fill out the "Parklane" (also known as SAIR or WSIB form. We have no knowledge of the students health records so any bite or scratch could in fact infect you. You should also see a doctor.

There is no PPE for the head so this must be reported to your principal so that programming can be changed to alter the behaviours. Completing the above reports ensures early intervention and assistance, if required, through DDSB support staff.

This is quoted right from the "EAs Go To Guide" on Page 5 - Reporting incidents. So why are you not doing the reports?

IF YOU DO NOT REPORT IT, IT NEVER HAPPENED!!!!!!

Kelly

If any questions or concerns contact us

rhunter@cupe218.ca OCT unit

kganier@cupe218.ca Ed Assistant unit

dmills@cupe218.ca Custodial/Maintenance unit

Durham Catholic Custodial/Maintenance

It's nice to see the warmer weather, snow and salt disappearing.

We would like to thank all those who attended the strike vote meeting on march 7.

At this time we have 16 grievances outstanding. We have 3 individual and 1 policy for redundancies in the maintenance dept. we have 7 related to bumping as a result of these redundancies. The Union has requested to file for arbitration on these 11 grievances; we will keep you informed as to the progress and outcome.

We have 1 policy grievance regarding an overtime issue that has been put in abeyance to be dealt with in collective bargaining.

We have 2 policy grievances dealing with 2 other overtime issues that are also put in abeyance to be dealt with in collective bargaining.

We have 1 policy grievance dealing with weekend permit staffing; the board and Union are in ongoing discussions to come to an agreement.

We have 1 individual grievance surrounding posting issues.

By now all the vacation requests should be sent in and approvals sent back. The process has changed this year and the 3 days of Christmas vacation is required to be booked with the rest of your vacation. All vacation time must be booked with the exception of any days you wish to carry over to 2016 at a maximum of 5 days.

Please contact one of your reps below if you have any questions, concerns or issues.

As always, keep in mind that we count on you to keep us informed as we don't always know the issues our members may be concerned about.

Here is a note from sister Melich, please read.

Hello Brothers and Sisters

Just a little note on our Health and Awareness program (EFAP) we have set up for our school employees

After attending a meeting I found that this program can help many people in many different ways

A small example of all the programs is....

Nutrition, Weight Management, Smoking Cessation, Life style Changes, Childcare, Parenting, Elder Family Care, Career Planning, Pre-Retirement and many more other services

Contact for more info 24 hours a day 7 days a week 1-800-663-1142 or go to www.homewoodhealth.com

Thanks Sister Natalie Melich

Have a safe and enjoyable March break.

In solidarity,

Brian Burd Chairperson bburd@cupe218.ca

Natalie Melich nmelich@cupe218.ca

Sean Hebert shebert@cupe218.ca

Dave Slater dslater@cupe218.ca

CUPE Local 218

Educational Assistants Catholic Board

April 2015



Dear Members,

Bargaining:

Many of you may be wondering what is going on in Provincial Bargaining. There is an update in this newsletter regarding updates. We have yet to begin bargaining. A big thank you to all who have filled in and returned the information page to CUPE. Thank you to BobbiJo Agius for being our Strike Coordinator for the E.A.'s.

Incident Reports:

Please continue to fill in the AdHoc Student Services Incident reports as this is one way to notify Student Services as to any extreme or repetitive behaviours. This information is tracked and can signal the need for help at your school.

P.A.Day :

We will be at the Landmark Theatre's for a motivational speaker, Brian Thwait. We also have the opportunity to spend the afternoon at our schools.

Please contact us with any questions.

With regards,

Maureen MacInnis- Chairperson-Whitby Schools- 905-576-7879

Maureen Suddard- Oshawa/Northern Schools-905-576-7879

Carrie Boisvert- Ajax/Pickering Schools-905-576-7879

SECRETARIAL/CLERICAL/TECHNICAL STAFF

CATHOLIC BOARD

Hope everyone enjoyed the March Break! The time to get caught up on work or if you were one of the lucky ones to get away and find some sun and warmer temperatures! Keep thinking warm summer days, it won't be long now!

I did put in a newsletter for the month of February, but between my computer and going into the CUPE Office it was missed..., Sorry. I also had one ready and set in for the month of March but with no courier service during March Break there wasn't a newsletter going out. I am going to repeat some of what was stated in the last one I did put together.

I'd first like to start off with Thanking Nikki Spiers for all the hard work put in towards this S/C/T Unit as the Chairperson for the past years. Thank you Nikki !!

Going forward, there has been a committee Chairperson change and I (Karen) am now the Chairperson for the SCT Unit. Please feel free to contact myself if required or Mike Morris and Nikki Spiers as your Bargaining Committee members. We are all here for you You the Union members.

Thank you to all of you who did come out Saturday, March 7th to the STRIKE VOTE. The vote results if you haven't heard yet was voted on as a **YES**. Results of the central vote tally were a resounding **93%** in favor of taking job action if necessary.

Please make sure you fill out the sheet that would have been handed out to all CUPE members over the past week(s) and please return it to the CUPE Office. This is so we have all up to date information on file of each member.

At this point there are still no dates set for local bargaining with our Board as the Provincial Bargaining Committee are still sitting at the Government level. We will keep you the membership up to date. If you have still not signed up with CUPE to have the newsletter/information meetings set out to you electronically to your personal email address please do so **ASAP**.

The website is www.cupe218.ca

Do not use your Board's email address. The information is very important and we require to be able to share all information with EVERY union member as fast as we can.

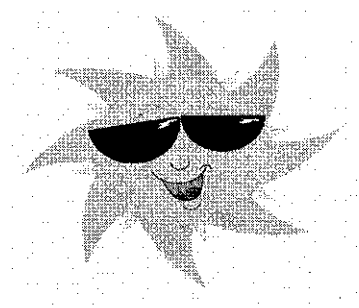
If anyone is interested to put their name forward to be on a Mobilization Committee within the SCT Unit, please contact myself and we can talk. There are members coming forward from all Units to be part of this committee and the SCT Unit requires some input.

Your committee has had a Labour Management meeting with the H.R. Department which did take place back on March 25th. The next booked meeting will take place on May 6, 2015.

If you are injured on the job, please make sure you report it right away to your Principal/Supervisor. Make sure the paperwork is filled out and you should also let the Union office know that an incident has occurred and update us as we are here to assist you if required.

Again, A BIG Thank You to Nikki for all the hard work she did as Chairperson within this Unit.

See you at the next General Membership meeting on Sunday, April 26, 2015 at 7:00 p.m. at the CUPE Office located at 2080 Wentworth Street, Whitby.



Yours in Solidarity,

Karen Ulrich, Chairperson email- k.ulrich@cupe218.ca

Mike Morris, Bargaining Committee email- m.morris@cupe218.ca

Nikki Spiers, Bargaining Committee email- n.spiers@cupe218.ca



Public Board Con Ed Workers

Strike Vote: We voted YES! We are awaiting details from the OSBCC (Ontario School Board Coordinating Committee) on the results which I will share with you. Thanks to the large number of Con Ed members who joined us. One of our best turn outs yet!

Contracts: When you are provided with a contract to sign, please read it carefully, sign it, make a copy and return it as quickly as possible. In the past, a delay in the contracts being entered into the system in a timely fashion have resulted in a delay to several members' payroll.

Who is your "boss"? Please know that the principal and vice principal are responsible for hiring. They are also the only people who can discipline you. If you are ever asked to meet with them and would like a union representative to be with you because you believe you are going to be disciplined, you are entitled to do so. Remember that almost everyone who works at your school is a union member: secretaries, coordinators, teachers, custodians, instructors, child care staff, classroom assistants, department heads, etc. We all have different duties and all of our work is valuable to our programs, but different duties do not mean someone is your 'boss'. Union members do not "hire, fire or discipline". Let's all work together for a better workplace!

Time sheets: The board would like to eliminate paper time sheets and automate our payroll shortly. Continue to fill out your timesheet until instructed otherwise but when the changes are ready to be implemented a few things will happen. A work schedule will be prepared for you. Our principal has agreed to let us see that schedule. Please review it carefully as any errors will result in an error on your pay. At the same time, we should start using Smart Find Express (SFE) to report an absence due to illness. We will be informed of this protocol shortly. We should still be required to make only one phone call to report an absence which should automatically begin the supply process.

Newsletter Distribution: I hear every month about the poor electronic distribution of the various newsletters. I hear it from every bargaining unit, not just Con Ed. As a result the executive voted to temporarily return to paper distribution while they research investment in a new program for CUPE electronic communication.

Want to be more involved? You are invited to the General Membership Meetings.
The next meeting is on Sunday, March 29th
CUPE hall (Wentworth) at 7:00 p.m.

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

Maureen O'Reilly, Silvia D'Amato and Jane Batterink
moreilly@cupe218.ca sdamato@cupe218.ca jbatterink@cupe218.ca

Maureen O'Reilly, Public Board, Con Ed Workers

CUSTODIAL & MAINTENANCE UNIT PUBLIC BOARD APRIL 2015

Dear Brothers & Sisters:

April is finally here so that means summer weather isn't far away, with that being said there's still a chance that there might be some ice still hanging around so please be careful and aware of your surroundings. If you do experience a slip, trip or fall don't hesitate and contact your Supervisor and the Union office if this occurs.

There are a few things I would like to touch on in this month's news letter:

- 1) Diane and Myself met with the Daycare Consortium in March which they spoke very highly of the Custodial/Maintenance and commented on how happy they are with the service we provide them, That's GREAT keep up the good work it carries a lot of weight when it comes to negotiations.
- 2) Your Bargaining Committee met and went over the proposals to do any corrections and to prepare ourselves for Bargaining when it happens.
- 3) A Grievance was settled for the Temporary Painters Position and we were successful and the position was posted.
- 4) A Grievance for the Locksmith Position was also successful and this will be posted shortly.
- 5) The Grievances for the Welder and Truck Driver positions was discussed and we're just waiting to get some clarification on the M.O.U. (Memorandum of Understanding)
- 6) Labour Management and the Committee meetings are on April 16/15
- 7) If there is any discrepancy when it comes to how over-time is being assigned amongst co-workers please review your OVER-TIME GUIDE LINES.

My two month Union leave is quickly coming to its end and I'm looking forward to getting back to the Maintenance Shop although I have enjoyed my time at the Union Office and have been able to accomplish quite a bit. I would like to thank the Members for this opportunity.

Yours in Solidarity: Dennis Gibbs Chairperson

Bargaining Unit: Diane Carder, Bill Durant, Kurt Badgley, Bob Montgomery

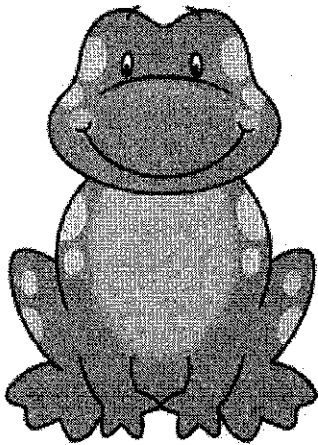
Stewards: Paul Brunt, Jeff Goodwin, Wayde Johnstone, Mike Nixon, Dan Fusco

Next General Membership Meeting April 26/2015 7:00 pm at CUPE LOCAL 218 Union Hall

2080 Wentworth st. Whitby, Ont, L1N8W9

EDUCATIONAL ASSISTANTS PUBLIC BOARD

Welcome Spring!



MARCH BREAK-EASTER WEEKEND

We hope you all had a restful Break and a Lovely Easter weekend spending time with family and friends!

HEALTH AND SAFETY

Read the H&S portion for valuable updated info every month!
It is very, very important to completely fill out the yellow Violent Incident forms and return them to the CUPE office. It is equally important to report these incidents to your Admin and ask them to fill out their paperwork as well.

STAFFING UPDATES

At our last Labour Management meeting we discussed the timelines for staffing. This is not carved in stone so please don't panic if the dates don't go as planned.

- Letter to go out to place yourself on the Surplus/Transfer List--April 2nd/15.
- To be returned to Sharon Wopereis by April 10/15.
- Principals should have their staffing by Mon May 18/15; they should be telling you what your placement is the beginning of that week. If you aren't happy with your placement, you may add yourself to the S/T list by May 21/15.
- List of open placements will come to you on Mon 29th, to be returned with your selection of choices by Fri May 29th.
- Staffing placements finished by Friday June 5/15.
- Any remaining classroom openings will then be posted.

REGISTER

We'll sound like broken records but please register on the www.cupe218.ca website to get all the latest updates. It's our quickest way to contact everyone.

QUESTIONS AND ANSWERS

1. **Q--Do we file OSRs?** **A---NO!** Under the Education Act, we have no rights to OSRs.
2. **Q--Who is our Boss?** **A--** Geri Loukes—Manager of Employee Relations/Services. Geri is also the person you email for any Leave of Absences you may require. Your Principal is your direct Supervisor. We follow the direction of the Teacher and Sert/Head of Spec. Ed as they are given their direction from the principal, but they are still our coworkers, not our bosses.
3. **Q—Do we drive students?** **A—NO!** You should also not be driving yourself to a Co op or Work Experience location. We do not get mileage for this and if you were in an accident, you may not be covered. The board is to provide our transportation to/from work placements for ourselves and our students.
4. **Q—Are Liasons our EA Reps?** **A—No!** Liasons are the unions contact person in each school so that if we have important information that needs to reach the members quickly or we have forms needing to be handed out, they will make sure this information is delivered. They are not Union Reps. Please do not take any issues/problems to them. Liasons are not to represent you or attend any meetings with Admin etc with or for you. Contact your Area Rep or the CUPE office.

If you think of any questions/answers you would like to see in the Newsletter, please send an email to one of your committee members.

EA HANDBOOKS

We've just had more Handbooks printed. If you didn't receive one or are an LTO or supply in need of one, call the union office and we can send it out. Please keep it somewhere handy and refer to it often. There is a lot of useful information in it that may help answer some questions for yourself or others.

CONTACTS-----Please contact your area Rep/Steward, they are there to help!

AJAX/PICKERING

Bargaining Rep.	Glen Morrison	gmorrison@cupe218.ca
Steward	Lovette May	lmay@cupe218.ca

WHITBY/NORTH

Bargaining Rep.	Sue Wilkinson	swilkinson@cupe218.ca
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OUTDOOR ED

Steward	Cara Gregory	cgregory@cupe218.ca
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OSHAWA

Bargaining Rep.	Kelly Gainer	kgainer@cupe218.ca
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Kelly is also the EA Health and Safety Rep.

Steward	Suzanne McConkey	smcconkey@cupe218.ca
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CHAIRPERSON

Lori-Ann (Lori) Richards		lrichards@cupe218.ca
Steward /VP	Marion Moore	mmoore@cupe218.ca

OFFICE/CLERICAL/TECHNICAL

PUBLIC BOARD

APRIL 2015

I hope everyone had an enjoyable March break and Easter weekend. Although we still have two months left till the end of the school year, I always find the weeks fly by from here till the summer.

Our new board office rep has been appointed! I would like to welcome Antony Nembhard to our O.C.T. Bargaining Committee. We are looking forward to having a male perspective and a technical perspective to add to our group. If you work at the Ed Centre, please feel free to contact Antony at anembhard@cupe218.ca if you have questions or concerns.

We would also like to take this opportunity to thank Bonnie Beth for filling this position until the elections.

CONTRACT TALKS

At this point, we are waiting for hearings at the Ontario Labour Relations Board in June, to find out what C.U.P.E. can bargain for centrally. Once that is established, then bargaining can actually commence. Please keep checking our C.U.P.E. 218 website for updates. If you have not yet signed up on our website for e-mail, it would be prudent for you to do so immediately. Please DO NOT USE your board e-mail address. The E.A. Liaisons in all schools were sent blank information sheets that were to be handed out to **ALL** C.U.P.E. members in their workplace. Please ensure you fill yours out and have the liaison return it for you. We thank the E.A. liaisons for doing this for all of us. Hopefully, this will help everyone to receive information in a timely manner.

BOARD COMPUTERS

Many of us use the board computers everyday for our board work. While our *personal* e-mail, Facebook, Twitter or other social media sites may be accessible from our work stations, we are not to be using them. The board has the right to monitor what you do on their computers. To protect yourself, please refrain from personal usage at work or on board equipment. I would also highly recommend that you refrain from mentioning on any of your personal sites that you are a D.D.S.B. employee, or making any comments about the board. Something you may think is innocent enough could be gravely misinterpreted and come with severe consequences. Keep your work at work and your personal stuff outside of work.

DAN CARTER BOOKS

The people at the union office have been doing some major clean ups in the last few months. They have found several copies of Dan Carter's book "It's the Right Time Now" – Inspiring you to discover tomorrow's potential. Dan Carter was a speaker at one of our P.D. Days a few years ago. He is currently involved in local politics. If you would like a free copy of his book, please get one at our next General Membership meeting or contact Sue Wilkinson at the C.U.P.E. office to have one sent to you.

ELEMENTARY SECRETARY UPDATE

Our Job Evaluation submission from November 1, 2014 has unfortunately not given us the increase we were hoping for....yet. The Job Evaluation Committee, comprised of three people from our union and three from management, did not reach a consensus. The union is taking this to arbitration whereby an independent person will decide whether there is sufficient reason to bump elementary secretaries into the next category. This process can take a long time, however, if we are successful, the pay increase will be retroactive to November 1, 2014.

STUDENT SUPERVISION

It has come to our attention that some secretaries are being expected to "supervise" students in the office. This is against our LETTER OF UNDERSTANDING Re: Supervision (on page 59 of our contract books).

"Durham District School Board and CUPE Local 218 agree that in no case shall general student supervision be assigned to a classification or position in this bargaining unit where supervision is not a core duty of that classification."

"This does not diminish any employee's obligation to assist in extenuating circumstances or in emergency situations under the Safe Schools Act".

NEXT GENERAL MEMBERSHIP MEETING IS SUNDAY, APRIL 26, 2015 at 7:00 p.m.

Please join us. Find out what's going on in our local.

Cathie Rousseau – Chair Karen White – Secondary Rep Rachel Hunter – Elementary Rep Antony Nembhard – Ed. Ctr. Rep

crousseau@cupe218.ca kwhite@cupe218.ca

rhunter@cupe218.ca

anembhard@cupe218.ca



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 _____