

CUPE / *Canadian Union
of Public Employees*

LOCAL 218

**GENERAL MEMBERSHIP
MEETING**

**7:00 P.M. SUNDAY
FEBRUARY 22, 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 FEBRUARY 2015

Dear Sisters & Brothers:

I don't know about you but I personally have had enough of the cold weather. Let us hope for an early spring.

As I mentioned in our last newsletter your committees attended the OSBCC conference in Ottawa on February 3-7, 2015. It was a very informative conference and I would like to share some key points with you:

1. Provincial Bargaining: The management team continues to push for the bulk of monetary items to be discussed (only) at the Central table. This remains a point of contention. Similarly, our Provincial team is not in agreement with key items that we would like to see discussed at the central table as the management team pushes back. The OSBCC has made an application to the Ontario Labour Relations Board to assist in resolving these issues.

Sister Moore and I have met with all 7 bargaining units and have completed our review of proposals for local bargaining and we are ready to go once we receive notification to bargain.

2. Charter Challenge: The challenge was to be heard in April and has now been pushed back until November as we wait for some relevant Supreme Court decision. It is important that we wait for these decisions, as it is emerging case law

We have been mobilizing our members for strike preparation. We are well prepared and organized for what we feel will be a difficult round of bargaining.

Sister Moore and I have been working closely with our committees and have been having some very productive meetings with both boards. It is very refreshing to go to meetings where both parties can work together in a positive way.

Our next General Membership Meeting will be February 22 at 7:00 p.m. at the CUPE office. Please plan to attend.

In Solidarity,



Rod King
President, CUPE Local 218

Vice Presidents Message

February 2015

Dear Sisters and Brothers

BRRRRRRRR!

I hope everyone is staying warm!!!!

Please: Register on the CUPE Website cupe218.ca

Many of our committee members attended the Ontario School Boards Coordinating Conference in Ottawa, and received updates on provincial bargaining. As we have in the past, updates on bargaining will be posted on the CUPE website as they become available to us. Please check the site often. Newsletters, and special meeting dates are usually sent to your email. If you aren't registered with your own personal email address, though you won't be informed. The union is only as strong as its informed members. cupe218.ca

Social Media: Please don't identify yourself on your facebook, twitter, instagram sites with your place of work, or even your employers name. Unfortunately, these media sites continually change their privacy settings, and unless you are constantly checking, you run the risk of your "private posts" or "conversations" being public. The school boards do check these sites, or receive public complaints about posts, pictures, etc and will discipline employees especially if they are named as employer, and/or the worksite is identified. A good rule is "if its on the Internet – it's public".

Our next General Membership Meeting is Sunday February 22th, 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 / *Canadian Union
of Public Employees*

LOCAL 218

SPECIAL MEETING

"A CUPE CONSTITUTION PROCEDURE"

**2:00 P.M. SUNDAY
FEBRUARY 22, 2015**

CUPE LOCAL 218 HALL

**2080 WENTWORTH ST.
WHITBY, ONTARIO**

**PLEASE PASS ALONG TO ALL CUPE LOCAL 218 MEMBERS IN
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HEALTH AND SAFETY PUBLIC BOARD

EAs dealing with violence: This sounds repetitive for some, but for many it needs to be said again. Be aware the your rights from the Ontario Health and Safety act:

The right to know -- When dealing with students who have a history of violent behaviour the employer has an obligation to provide workers with information about that person (section 32.0.5(3) of the Occupational Health and Safety act). So if you are dealing with violent behaviours make sure you review the Behaviour Safety Plan and know the students triggers and aggression.

The right to participate: Workers have the right to participate by reporting, - **Violent Incident Reporting:** Completed by the Principal when a student has exhibited aggressive behaviours, including not only the exertion of physical force that causes injury but also a behaviour that could have caused injury to an employee or a verbal threat to exercise physical force against the employee (procedure 5127 of the DDSB). **Request for information regarding students that have a history of violence:** The employer has a duty to provide information to the worker when a worker can be expected to encounter that person in the course of his/her work.

The right to refuse: Section 43(3) of the Occupational Health and Safety Act- A worker may refuse to work or do particular work where he or she has reason to believe that (b.1) workplace violence is likely to endanger him or herself. Please contact your health and Safety rep for guidance, if you feel that this is a step you need to take.
Kelly Gainer

EA Health and Safety Rep: Kelly Gainer -- kgainer@cupe218.ca

OCT Health and Safety: If you feel that you are dealing with repetitive strain injury or have any questions about your workstations an ergonomist can check this? If you need more information regarding ergonomics please contact your health and safety rep.
Rachel Hunter

OCT Health and Safety Rep: Rachel Hunter – Rhunter@cupe218.ca

On the Custodial/ Maintenance front there has been one critical injury to report and we send best wishes for speedy recovery to the member.

The working at heights training is still ongoing and all I have heard is positive which is great. If you do ever have a doubt or feel unsafe about roof or canopy work please let your supervisor know, it can be discussed and a proper and safe way can be found to do this work. There is to be another survey done of mechanical roof top equipment to start soon, I have been asked to take part in some of this which I think is only positive for us all.

The Board has also rolled out IPAC training (Infection Prevention and Control). This training again is very informative and a refresher for most it is only a couple hours and covers off as well as proper disinfection of areas and blood clean up. You will be given a kit for your school as well as a bottle disinfectant to use for blood clean. On the same concerns raised lately the hand sanitizer has arrived and should be in the following areas kindergartens, library, and staffroom, office, and computer labs. The new automated dispenser should be arriving soon and the cost of the sanitizer is yet to be truly determined. With the sanitizer now in place the need for wipes should be gone but if in cases of severe allergies Wet Ones are to be the only wipes allowed. There should not be any other wipes school wide and if so should be removed during the workplace walk though.

Lastly when moving any furniture down stairs "if necessary" make sure to plan it out and if possible break the item down as small as possible to lessen the load and strain. Always have help and use proper equipment when doing any such task.

If you have any questions e-mail me or let your bargaining committee rep know and they can get a hold of me. We are all in this together so is SAFE. Dan Mills

Custodial/Maintenance Health and Safety Rep: Dan Mills – dmills@cupe218.ca

Disability Management

Sorry for not submitting a newsletter for last month as technical difficulties prevailed, so I would like to take this opportunity to wish you all Happy New Year and prosperity for 2015.

It's been a long cold winter and looks like it may be with us for a bit longer so with that said this upcoming Family Day is just what the doctor ordered. I hope everyone has a very enjoyable and restful long weekend.

If you are called to a meeting regarding WSIB or Disability Management please contact the Union to notify your WSIB/Disability Management Representative. Do not attend these meetings by yourself. Also, if the employer gives you a medical to have filled out please notify the CUPE Office before you take it to your doctor. Wording of the medical is very important and may not be in your favour to support you being off or returning to work. When reporting an accident or injury please notify the employer/supervisor, as well as the Union. It is equally important to notify the union. Delays in reporting could result in a worker not receiving monies and or benefit entitlement. If you have an accident and cannot reach your supervisor call the Board office at the earliest possible time and if no answer leave a voice message of time and date of accident and where you can be reached.

. Important tips on reporting

- **Report the injury properly**
- where it occurred
- When it occurred
- Type and cause of injury
- Full names of any witnesses
- Be consistent in your reports

Consistency in reporting is extremely important. You may have to report your injury/incident many different times, for example to first aid, the WSIB, a supervisor or manager, hospital admittance, an emergency room doctor or specialist, etc. The Workplace Safety and Insurance Board will receive a copy of every one of these reports, so it is important that each report contain the same information.

Some injuries do not take effect on the body until later that evening, the next day, or possibly the next week. Therefore, it is critical to report and document all accidents/incidence.

Steps to follow in case of injury

1. Report any incident immediately

You should report all accidents/incidents immediately and give a detailed explanation to the employer/supervisor and your union representative soon as possible.

2. Make Note of any witnesses

Ask any witness to the accident/incident to write down what they saw. They should include the time and date on their statement and they should also sign it. This is acceptable proof of an injury and especially important if the injury is not visible or if there is a delay in reporting. In most situations, the onus is on the injured worker to prove that the injury arose out of and in the course of employment.

3. See a doctor

Once you have made your report, see your family doctor, a walk-in clinic, emergency etc... as soon as possible after the accident/incident, the day of injury is recommended.

4. Inform your Union Rep

You will receive a **Form 7** from your employer, please review the Form 7 to make sure all info is accurate. Mistakes in your wages, shift premium, overtime or other incorrect information could cause problems with your claim..

5. Let people know about the pain you feel

It is important tell co-workers, management, the attending physician and nurse about your pain. This helps establish and documents injuries that may seem, at the time, inconsequential. Continuity of complaint may help you substantiate your claim later.

6. Keep copies of all correspondence

It is crucial that you keep a copy of all correspondence regarding the injury, including prescriptions, doctor's notes, forms and letters. If you have verbal contact with WSIB or the employer it is a good idea to make a short note of what both parties said, including the time and date of the call.

7. Stay calm

It may be extremely difficult at times, but when talking to the WSIB representatives you should try and stay calm. Getting angry and upset with the WSIB case manager will not benefit you in any way. It is important to remember that the Workplace Safety and Insurance Board documents all telephone calls you have with them.

8. What medical Information do I need to supply to the Employer

You should only provide medical information as it directly relates to your functional capacity to perform your job.

Doctors are required to fill out a **Functional Abilities Form (F.A.F)**. This form is to assist workers in an early and safe return to work. Doctors are only to provide information regarding an injured workers functional abilities. This information describes what you can do at work and what you cannot do because of your injuries. Inform your doctor that your employer has a modified return to work program. If your doctor feels you cannot return right away, make sure your doctor provides **objective** medical information supporting you being off.



Return To Work

Return to Work is a proactive approach to helping workers return to safe and productive work activities as soon as it is physically possible. It involves the employer, the worker, the union, healthcare providers and or WSIB or your Insurance provider.

Whether you are off due to an occupational or non-occupational injury illness you have the right to be accommodated.

If you have questions or concerns regarding any Disability Management issues please call the CUPE Office (Numbers listed below) and we will be pleased to assist you.

The Committee members can be reached through the CUPE Office.

Phone: 905-571-7879 or Toll free 1-888-571-0218

E-Mail : office@cupe218.ca

In Solidarity,

Jamie Spencer, WSIB/LTD Co-ordinator

CUSTODIAL MAINTENANCE MESSAGE

PUBLIC BOARD FEBRUARY 2015

Dear Sisters and Brothers:

Well February is here and it brought the snow with it so please be careful and remember to report any slips and falls to your Supervisor and to the Union office

I would like to touch on a couple of topics:

- 1, We had a Grievance go to Arbitration for wrongful termination and WE WON! The Member is back to work.
- 2, At our last General Membership meeting I asked the Membership to vote on taking the Truck Driver Grievance to Arbitration and it was passed.
- 3, Seniority List is out and should be posted at everyone's work location.
- 4, Cupe Council school is March 28/29 2015 for info please contact the Union Office.
- 5, When submitting a request for custodial transfer to another school please remember to send the request for to both the Custodial Management and to the Union Office.

As Most of you probably know, Dave Day Chief Custodian of John Dryden P.S passed away, our condolences go out to his Family and Friends, A donation was submitted by the Union in Dave's name.

Yours in Solidarity: Dennis Gibbs, Chairperson of the Bargaining Unit

Bargaining Unit : Diane Carder, Bob Montgomery, Bill Durant, Kurt Badgley
Stewards : Paul Brunt, Jeff Goodwin, Wayde Johnstone, Mike Nixon, Dan Fusco

Next General Membership Meeting February 22 /2015 at Our Union Hall 2080 Wentworth st.
Whitby ,Ont , L1N8W9

EDUCATIONAL ASSISTANTS

PUBLIC BOARD

ARE YOU REGISTERED?

To receive the Newsletter and any updates from your Union, you must be registered on the www.cupe218.ca website. We will be going into Bargaining in the near future and it's very important for us to be able to get either Provincial or Local Bargaining updates to everyone as quickly as possible. The EA Handbook is also on the website for you to easily access.

HEALTH & SAFETY

Make sure you read the Health & Safety report in every Newsletter. Kelly and all of the H&S Reps will be providing valuable information each month!

DID YOU SEE THE NOTICES?

January 22, 2015 there was an email regarding a Special Education Review Survey. Have your say and provide input into the Special Ed. Department as they are reviewing the service model. There is a link posted in the What's New section of the board and each school website.

February 4, 2015 there was an email regarding your T4s. You are now able to receive an electronic copy! Just go into the Staff Portal and into Employee Self Serve (ESS), where you can then choose to consent. By doing this, you will no longer receive a copy by mail. There are benefits to receiving your T4 electronically, you can check your T4 history at any time, print whenever you wish and you don't have to worry about waiting for it to come in the mail or losing it!

NEW IDEAS

We are looking at a few new ideas for the Newsletters and would like your input! How do you feel about doing a 'EAs Question/Answer' section? Or a 'Did You Know'? and we could reference items Regarding your Collective Agreement? Send any one of us an email with your thoughts or ideas on other topics we could discuss.

OFFICE/CLERICAL/TECHNICAL - PUBLIC BOARD

FEBRUARY 2015

O.S.B.C.C. CONFERENCE

(Ontario School Board Coordinating Committee)

Our bargaining committee attended the O.S.B.C.C. Conference in Ottawa from February 3rd to 7th. This year's theme was "Negotiate to settle, prepare to strike."

We were given an update on Bargaining which was basically the areas that would be discussed at the Central Table. CUPE is in disagreement with what they've been told and have sent this to the Ontario Labour Relations Board for resolution.

We had discussions with others in our area to strategize about possible strike actions.

An entire day was devoted to classification meetings. The clerical meeting was somewhat disappointing in that there was a lot of rehashing of items which were discussed last year.

STRIKE VOTE

Our local is in the process of establishing a date and location to hold a strike vote. Please monitor our website for this

Anne Postill from Local 5555 and I presented a lengthy letter we had drafted to send to Liz Sandals, Minister of Education. This was with respect to our awesome camera security system that is in our Elementary Schools. We had cited many reasons why the system didn't provide any security to our schools, the excessive workload it added to secretaries, and the emotional and physical strain it causes. Anne and I were quite pleased that we received the support of our O.S.B.C.C. to go forward with this letter on behalf of all school boards in Ontario.

Other highlights of the conference were a lawyer explaining what legal strike action is and the O.S.B.C.C.'s plan to try to obtain an Ontario-wide benefits plan for all C.U.P.E. school board employees.

information. We will also be sending out details through our e-mail system. Please ensure you have signed up on our website.

If you have concerns or questions, please contact your union rep below:

Rachel Hunter
Elementary Schools
rhunter@cupe218.ca

Karen White
Secondary Schools
kwhite@cupe218.ca

Cathie Rousseau
Chairperson
crousseau@cupe218.ca

Vacant - Board Office

Please be sure to use your home e-mail address and not your board e-mail address. If you have an urgent question/concern, please call the C.U.P.E. office and your call will be forwarded to the appropriate person.



Public Board Con Ed Workers

Postings: Most of the positions in the LINC/ESL/ELT department have been posted. (As of today: February 10). Please check carefully as postings have been up and withdrawn more than once. We have been asked to apply again, even if you applied to a posting that was withdrawn.

This year, many of our positions are posted in a new location. The job postings are located in the 'Educational Services' area of the DDSB website. The fastest way to apply to multiple jobs, which many of us do, is to create a profile. The profile can be used to apply to more than one job by putting a checkmark beside each posting. You will need to use a personal email address (and not your board email) when creating a profile.

Education and Training: Silvia and I attended the OSBCC conference (Ontario School Board Coordinating Committee) in Ottawa from Tuesday, February 2 – Saturday, February 7. We were able to learn about CUPE's interest in achieving one benefits package for all 55,000 CUPE members in Ontario. This may take some time to achieve but would be of the greatest benefit to those of us in Con Ed with no benefits at all.

Silvia and I were also able to meet with other LINC/ESL/LBS instructors from around Ontario including TDSB and TCDSB. In sessions with instructors we were able to discuss subjects such as how the introduction of PBLA (Portfolio-based Language Assessment) will affect our work. We met with instructors who have started pilots and some who are training to be trainers.

Jane was eager to share a few things that she learned from her course: *Introduction to Stewarding*. Here is an excerpt from her notes:

- *If you apply for Employment Insurance (EI) when there is a shortage of work at Christmas, March Break or summer, remember to use the reference code found on the CUPE218 home page. The reference number is supplied to CUPE from Service Canada and will shorten your application process.*
- *Do keep in mind if you apply though that the rules for EI have changed in the last couple of years. It is important when submitting your application or filing your reports to read all the relevant information. Also, all filing should be done from your home computer. There have been cases where penalties were assessed by EI when the required procedures and conditions were not met.*
- *If you should find yourself in a situation which could lead to a possible dispute, it is important that you ask for a union representative to be present immediately.*

Want to be more involved? You are invited to the General Membership Meetings.
The next one is on Sunday, February 22 at the CUPE hall 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 Bargaining Chair

Durham Catholic Custodial/Maintenance

Time is moving along quickly. Before we know it we will be into March break. We still have 11 grievances relating to redundancies and bumping as a result of these redundancies. We are in contact with our OSBCC rep and our National rep and hope to be moving along with these grievances very soon.

We also have 2 grievances pertaining to overtime and community use issues and will update as we move through the process. It is important that our members keep us updated on issues on a regular basis that we otherwise may not know about. We count on your input to help us do our job.

OSBCC is still working through issues on the central bargaining front and they keep us updated on progress on a regular basis. Once the OSBCC has an agreement with the province on what will be bargained at the central table, we will have a better idea of what will be at the local table.

If you are working overtime for permits (weekday evenings or weekends) and you have any issues with the permit holders, it is important that you call the on call supervisor and make them aware of the issues. It is also important that if you cannot get the work done in the amount of time allowed according to the permit, you call the on call supervisor and don't take it upon yourself to stay longer without authorization.

Just a reminder that if you injure yourself at work, report this to your Principal and/or supervisor as soon as possible.

We wish everyone a safe and enjoyable long weekend.

In Solidarity,

Brian Burd Chairperson bburd@cupe218.ca

Natalie Melich nmelich@cupe218.ca

Sean Hebert shebert@cupe218.ca

Dave Slater dslater@cupe218.ca