



CUPE LOCAL 218

**GENERAL MEMBERSHIP
MEETING**


7:00 p.m.

SUNDAY, JANUARY 26, 2014

Cupe Local 218 Hall

**2080 Wentworth St
Whitby, Ontario**

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



CUPE 218 NEWSLETTER is going paperless!

Only **4** Newsletters to go.

Beginning September 2014, all Newsletters are going out electronically.

Sign up for newsletters and notices. We encourage you to sign up on our website.

To get started: Go to ***www.cupe218.ca*** and select the REGISTER HERE tab you will receive our newsletter and other important notices. Please register with your personal NOT board email address. **DO NOT Send us your email address** you must go on and register yourself!

Political Action Committee

CUPE Local 218 is looking for new members to join the Political Action Committee! If you are interested, please contact Sue Wilkinson at swilkinson@cupe218.ca. New ideas are always welcome. We look forward to seeing you!



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

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.



Across Ontario, communities are organizing actions on the 14th of every month to call for a \$14 minimum wage! On January 14th, we are organizing a mass phone day to our MPPs and Premier Kathleen Wynne. We need your help to make this day a success -- save the date, make a call on January 14th and get 10 of your friends and family members to do the same!

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

DID YOU KNOW?

"Unions are about fairness: workplace fairness; economic fairness; opportunity fairness; political fairness; and democratic fairness. Unions promote fairness, not just for their members, but for ALL Canadians."

James Clancy, National President, National Union of Public and General Employees

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

PRESIDENTS MESSAGE
JANUARY 2014

Dear Brothers and Sisters,

Happy New Year! Welcome back to the 2014 school year, I hope that you all had an enjoyable break.

This year we are back to bargaining again, not just locally, but also provincially. You may have heard that the Liberal Government has passed legislation in Bill 122 that forces teachers and school boards to bargain provincially, with the government directing how and what bargaining will be done.

In the case of support workers, the government has chosen to treat this group (our group) differently. They may not recognize bargaining within this group depending on the political will of the government, or may simply impose new Collective Agreements. It goes without saying that we are fighting this arbitrary Bill 122 and CUPE has started a campaign to treat support staff like other groups in education.

Please be advised that I will be accepting Letters of Intent for the position of Health and Safety Rep. for the Custodial Unit for the Public Board. Please address your intent for this position to Don Bryans at the CUPE 218 Office.

If you have not done so, please sign up on our website www.cupe218.ca . During this critical time, we may need to get in touch with you on short notice, which would allow us to send you important information regarding the current Bargaining Process.

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 January 26, 2014 at 7 p.m. Hope to see you there!

Fraternally Yours,



Don Bryans

President

CUPE Local 218, 2080 Wentworth St., Whitby, Ontario



Custodial Maintenance

Public Board

Dear Members

Happy 2014! I hope everyone enjoyed their Christmas holidays some time off with family and friends. With all the severe storm weather, ice, power outages many of our security, maintenance and custodians were busy working endless hours ensuring that the rest of us returned to safe and secure buildings. Thank-you to all of those members, in speaking with the superintendent he commended all of your efforts and professionalism in a job well done.

The custodial maintenance committee is now accepting proposals for the next round of negotiations. Please send proposals in to the Cupe office, through courier, attention custodial/maintenance committee (public board).

We continue to have issues with coverage, staff shortages and although we have casual custodians to help with some of the absences our absenteeism is high. We have had some complaints from members about coverage that has been given to their schools and not happy with the job performed. Let's not forget these people whether coverage or our high school staff are given minimal hours most times half the hours or less to do the job that is vacant, please be considerate to those members that are trying to do the best they can with the time allotted.

Rob Amos bargaining committee member no longer holds his positions within the union, nominations for one steward will take place and out of those stewards elections for one bargaining position.

Next General Membership meeting is January 26th, 7:00pm, Cupe Office 2080 Wentworth.

Hope to see you there

Yours in Solidarity

Lori Cross
Chair person

Committee: Dennis Gibbs, Dan Fusco, Mike Nixon
Glen Marsh, Kurt Badgley, Dianne Carder, Kelly Watts, Rick Worsley



*Public Board Continuing Education Workers
January 2014*

OMERS Pension Plan: If you have started contributing to the OMERS pension plan you should have received a package from them. You will have received a registration number and can access information online through OMERS directly.

One concern for you to be aware of, though, is that we have discovered that there is some miscommunication and OMERS, in some cases, was not aware of the fact that we are starting to make contributions because of an 'omission'. It is very important that we use the word 'omission' and not 'buy-back'.

*A 'buy-back' would imply that you, the employee, **chose** not to opt into the pension plan when it was first offered to you and you would like to now buy back the time you failed to select originally. This is NOT our scenario.*

An 'omission' implies that the employer made an error in not offering us the opportunity to contribute to OMERS. This is a very important difference because the employer needs to match our contributions and must pay all interest that is missing because of their error.

You want to ensure when you are offered an opportunity to contribute to the omission period, that the amount is only your share of the contribution and not the interest. We have found this is not the case, and upon one member's phone call to OMERS, she was told that OMERS had not been made aware that this was an omission and that the employees' contributions would need to be recalculated.

Please be sure that you understand this difference as this will result in a far smaller amount you may need to pay than what you are first told by OMERS. Please contact OMERS personally when you receive your package and be sure that they are aware you are dealing with an 'omission' situation.

The second very important thing for you to know is that the board has informed employees that their employment records only date back seven years. If you have worked longer than seven years and you would like to contribute more to OMERS then you will need to obtain records yourself. Revenue Canada has informed one member that they can provide tax returns to the beginning of your employment history. You will need to obtain these yourself if that is of interest to you.

Sick Days: YES! You have sick days...and no we have not yet been paid for them. Please be sure that you are keeping track of the sick days for which you have not been paid. They WILL be paid. (Yes, my credit card bills are in for Christmas and boy, that would be nice now!) The board informed us that we should have had the pay-out for sick days back to September 2013 on the December 24th pay, and payment for sick days missed prior to that in the new year. We will inquire about the sick day pay-out in our January 28th Labour/Management meeting.

Labour Management Meetings: The Continuing Education department has begun labour management meetings. The purpose of these meetings is for us to meet with management on a regular basis to discuss matters of importance to keep all parties satisfied with the conditions of employment. The board has provided us with three dates for meetings this year. If you have any matters you would like us to discuss with management on your behalf, this is a great opportunity to raise topics. Our upcoming dates are: January 28, March 25 and May 27.

Bargaining: Your bargaining team continues to meet with the school board to finalize our first collective agreement. The board just cancelled our January meeting but we are hoping to meet with them in February. We are currently waiting to confirm a February date.

Union Dues: We have seen union dues deducted from our pay under the heading "misc."

Contact us with any comments or questions before 9 pm:

- | | |
|--|--------------|
| • Susan Blakelock sblakelock@cupe218.ca | 905-427-3656 |
| • Maureen O'Reilly moreilly@cupe218.ca | 905-242-3740 |
| • Silvia D'Amato sdamato@cupe218.ca | 905-767-5199 |

Did you receive the newsletter electronically? If not, please register for your monthly email at www.cupe218.ca Remember YOU are always INVITED to all General Membership Meetings:

- | | |
|----------------------|---------------------|
| ✓ September 22, 2013 | ○ February 23, 2014 |
| ✓ October 27, 2013 | ○ March 23, 2014 |
| ✓ November 24, 2013 | ○ April 27, 2014 |
| ○ January 26, 2014 | ○ May 25, 2014 |

**Meetings are held at 7 p.m. at the CUPE Local 218 Hall - 2080 Wentworth St. Whitby Ontario.*

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

Educational Assistants Public Board

Happy New Year to all.

Congratulations to the successful candidates for the postings. The hiring process is still taking place. If you applied for some of the postings and you haven't heard anything, please contact the union office and we will investigate.

REPORT, REPORT, REPORT any accident or injury to your principal !!!!! This is your responsibility so the correct paperwork can be done. Don't assume the principal is a mind reader and knows that you are absent from an injury. YOU need to tell them. Contact the union office if you are not sure what is an injury.

Medical Notes: are frustrating!!!! The board is entitled to the limitations and restriction, or the real reason you are not working, Don't be intimidated by a Doctor. It is your medical note – you are paying for it. , If you are not sure about what is meant by limitations and restrictions, contact the union office and we will help you through this process.

Performance Evaluations: If you get a poor one, contact the union office. The principal will want you to sign the evaluation. Sign it, but add the comment. " I disagree with this evaluation and I will be writing a rebuttal." MAKE SURE YOU GET A COPY!

Lunch room supervisors should only be working at lunch time. Please let the union office know if the lunch supervisor is doing your job.

SUPPLY EAs – The board has hired more supply EAs. Please let the union office know if you are not replaced. This is a health and safety issue.

EA Go to Guide: has been updated on the board's website. You can find it by searching for it on the Portal. Go into the search option and type GO TO GUIDE.

SMART FIND EXPRESS – again go through the portal and check your absences on SMARTFIND EXPRESS to see if they are correct. NOTE: You can only do this, if you have set up your smartfind account. Contact the ddsb to do this, if you haven't. It is your responsibility to see that your absences have been entered correctly on SFE.

PA Days: At this point in time, unless you are already signed up for BMS training the day will be spent in the schools.

FACEBOOK: Check your security settings...and if you can't say anything nice, don't say anything at all. If it's not a picture you can show your employer in person, then don't post it on your FACEBOOK page for the world to see. BE CAREFUL. Your employment could depend on it.

The union would also recommend that you take a good look at your friend list, Chose your friends wisely is still good advice.

Please plan on attending the General Mambership Meeting at 7 p.m. on Sunday January 26th, 2014 at the C.U.P.E. office 2080 Wentworth St. Whitby.

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 kqainer@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

January, 2014

Welcome Back Everyone! I hope you all had a great holiday and a restful break. The year 2014 promises to be an interesting one, being that we will be negotiating for our new contract. Besides the obvious pay increase that we all want, please e-mail to the address below, anything you wish to be included in our bargaining sessions. We want to hear from you!

As far as the security camera update goes, we inquired again at our Labour/Management meeting on December 10, and have been given no new information. We were informed that a protocol will be established before the "switch" has been turned on. Still waiting.....

Our next Labour/Management meeting will be on February 11, 2014. If there is an issue you think needs to be addressed, please contact your rep below.

The Ontario School Board Coordinating Committee (O.S.B.C.C.) division of C.U.P.E. Ontario will be holding its annual conference from February 4 - 8 inclusive in Niagara Falls. All of our committee will be attending. This is a fantastic opportunity for us to network with other school board C.U.P.E. employees from all of Ontario. We usually discuss issues that pertain to our particular group in addition to local issues. Since C.U.P.E. will be bargaining with the government for our new contract, I'm expecting there will be discussions around that. We also usually have some workshops to attend. If there are any specifics you are seeking from this conference, please contact us at the addresses below.

As of September 2014, our newsletter will be going totally electronic - in other words, no paper copies going to your workplace. This will be a huge cost savings to our local. I encourage all of you to make sure you have signed up on our local website. In that way, you will receive your own copy. When you go to www.cupe218.ca scroll down to the left side of the page where it says "Register Here". Click on it and follow the steps. It shouldn't take more than a minute. Please ensure you DO NOT use your board e-mail address. It must be a personal e-mail address. Sometimes, when the e-mail comes through, it ends up in your Spam/Junk Folder because it is a mass e-mail. Please make sure to check there if you find you are not receiving it. Signing up on this website will also be a great advantage to you in the event of a strike or an emergency meeting. Be ready - be informed!

Sadly, we are still looking for one more rep for our bargaining team. With this being a negotiating year, it would certainly be beneficial for that position to be filled. If we want to be strong, we need the full team. We need the support of all of our members by coming to our General Membership Meetings. Don't sit back and wait for others to do it all for you. Get involved!

Again, if anyone knows of a *permanent* part-time or full time position that has been vacated due to retirement, illness, resignation, etc. but has not been posted, please let me know at crousseau@cupe218.ca. This has happened! We want to ensure all of our jobs are being protected by being posted as per our Collective Agreement and the Memorandum of Understanding.

Karen White - Secondary School Rep - kwhite@cupe218.ca
Rachel Hunter - Education Centre Rep - rhunter@cupe218.ca
Cathie Rousseau - Chairperson - crousseau@cupe218.ca

Durham Catholic Custodial/Maintenance

We hope everyone had a Merry Christmas and a relaxing holiday for the Christmas break. A cold start to another new year, but we will be into spring before we know it.

We have had some questions about the new workload maps and some locations have not yet received them, they should all be delivered by now. If you have not received yours at your location, please contact Brother Sean Hebert to inform him of this issue. Please remember, sometimes the only way your committee hears of issues is when the membership informs us.

At this time we have 2 outstanding grievances put on hold pending the outcome of other issues. We hope to have these dealt with at the end of January.

Your committee will be preparing for bargaining in the coming months and your input is greatly appreciated. Once again we are asking you to send in your proposals to one of your committee members by email listed below. We have had some response from the membership, but would like to hear from as many members as possible.

If you have any questions, concerns, or issues, don't hesitate to contact one of your committee members. As I said, sometimes this is the only way we hear about any issues.

If you have been injured at work, inform your Operations Co-ordinator or the on call supervisor A.S.A.P. Also call the CUPE office to inform them of any injuries. If you have been or will be off work because of an injury or illness when not on Board time for an extended period, please contact the Union office and keep them informed.

In Solidarity

| | |
|-------------------------------|-----------------------------|
| Brian Burd Chairperson | 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
January 2013**



Dear Members,

Happy New Year! We hope you all had a happy, restful break!

We are using the new Educational Assistant Incident Report form. This is to track frequency and intensity of any incident involving E.A.'s and special needs students without bogging down the Health and Safety Department with the WSIB form. This is the mechanism by which we be able to obtain help from Student Services through our joint AdHoc Safety Committee as we did in the past. This form allows for a bit more information to be shared while still protecting the confidentiality of the student. PLEASE fill in the WSIB form as well if there is an injury to report. The number of incidents reported has gone up significantly due to the use of this new form and has been reported to the Joint Occupational Health and Safety Committee.

A warning about computer use. Please be cautious of using any form of social media and what you write. Do not make comments, post pictures, etc., that refer to the workplace. Also remember to use the computer during your breaks or lunch when checking emails, etc.

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.

We will begin bargaining soon for our next contract. Again, this will be with the Government. We will only be able to bargain local issues. Please forward any suggestions for our Collective Agreement to the CUPE Office.

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



Secretarial/Clerical/Technical

Catholic Board

Happy New Year Everyone! Christmas break is over and it's time to get the new year started. And this includes making progress on job evaluations, grievances and other items that are ongoing.

We have another labour/management meeting coming up in February. It's great that the employer is meeting us for the required amount of meetings. However, we're not getting any feedback from the items we discuss. There are a lot of personnel changes in HR, however it's frustrating to bring items forward and not get any answers at the meeting or afterwards.

Karen, Mike and I will be away at the OSBCC Conference at the beginning of February but I can always be reached on my cell phone 905-243-1446.

Our Collective Agreement expires August 31st of this year. If you have items/proposals that you would like to see put forth in negotiations then please email them to me at nspiers@cupe218.ca.

We don't want another 2 year wage freeze or lose any of our benefits. This is an important time to show your support for your union. Please come out to meetings and be part of what is going on and help strengthen your local.

Nikki Spiers - Chairperson

Karen Ulrich - Committee Member

Mike Morris - Committee Member