

CUPE / *Canadian Union
of Public Employees*

LOCAL 218

**GENERAL MEMBERSHIP
MEETING**

**7:00 P.M. SUNDAY
JANUARY 25, 2015**

CUPE LOCAL 218 HALL

**2080 WENTWORTH ST.
WHITBY, ONTARIO**

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

CUPE / *Canadian Union
of Public Employees*

LOCAL 218

SPECIAL MEETING

TO ELECT A TRIAL PANEL

10:00 A.M.

SATURDAY, JANUARY 31, 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 JANUARY 2015

Dear Sisters & Brothers:

So a New Year Begins! Welcome back! I hope everyone had an enjoyable and relaxing holiday.

I would like to thank all the members who attended the election on November 15 2014 for their support in electing me as President. It is an honour to hold this position and I will work with the Chair people and their Committees, both School Boards on positive labour relations. I would also like to congratulate all the members who were elected or acclaimed to various committees.

After his many years as President, I wish to congratulate brother Don Bryans on his retirement and all the best in the years to come.

It has been a very busy first couple of weeks for Sister Moore and me meeting with both employers. I am happy to say all the meetings to date have given me a sense of positive things to come.

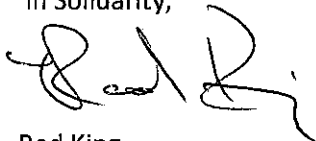
On the Provincial Bargaining, front things are slowly moving forward. Our Provincial bargaining Committee has met four times with the management team, which is comprised of the Trustee Association and the Government. They are still narrowing down what is dealt with at the Provincial table. Your bargaining committees will be attending our annual OSBCC conference (Ontario School Board Coordinating Committee) on February 3-7, 2015 in Ottawa. We will be updated on all Provincial Bargaining at this conference. All your bargaining committees have proposals ready to go when local bargaining begins. Sister Marion Moore and I will be meeting with all chair people in the coming weeks to do a final review of the proposals to insure we are all on the same page.

As you are aware, a date has been set to establish a trial committee. The purpose of this is because a member has lodged a complaint against another member. In keeping with the CUPE National Constitution (B.11.3), a trial committee will be selected and a trial will commence as a mechanism to relieve the issue.

Sisters and Brothers I cannot stress enough, if you are injured at work PLEASE report it right away! No matter how small the injury. So many times your disability management team deals with late reporting of an incident, which makes getting an approved claim much more difficult. Please insure an incident report is completed and you advise the CUPE Office.

Our next General Membership Meeting will be Sunday January 25 2015 at 7:00 p.m. at the CIUPE office. Please come out and get involved. It's your union!

In Solidarity,



Rod King
President

Vice Presidents Message

January 2014

Dear Sisters and Brothers

I hope everyone had an enjoyable Christmas and holiday break. I am looking forward to working with the new president Rod King and the new elected Executive Board. Already the "team" is working extremely hard to be ready for bargaining for both school boards. Management from both boards has indicated to the President and myself that dialogue, and open communication will go a long way to maintain good employer and employee relations. I look forward to be able to represent all our members.

The presidents and local executive members were involved in a conference call with the provincial bargaining team on January 6th, 2015. Please keep yourself informed by checking the website cupe218.ca for the latest Coordinated and Central Bargaining update. On the Local front we will start negotiations as soon as we are given the go ahead from the Central Bargaining team.

The union office was the scene of a CUPE presidents meeting on Friday January 9th. This involved the CUPE Presidents and Vice Presidents of Durham and Northumberland. It is very important to build strong ties to our allies in other sectors like Health Care, Municipal Workers. They face the same issues with government funding and will offer support should we ever need it.

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.

Our next General Membership Meeting is Sunday January 25th, 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

EAs dealing with violence

Have you had a chance to review the documents recommended in the last newsletter? If not please review the Health and Safety EAs Go to Guide available on the DDSB website and procedure 5127 management process for Risk-of-Injury (RI) Behaviours. All EAs should be familiar with both of these documents. Information about dealing with violent incidents is also available in the EA Handbook that was recently sent out to all EAs. It is important that you understand what the DDSB offers to assist in keeping you safe.

Head shots – If you are hit in the head you need to fill out the SAIR (Parklane) report with your principal and contact me so that we can assist you with the situation. The DDSB take these situations seriously and early intervention can help keep you safe. Even if it does not seem too serious, a hit to the head can be life threatening or life altering. REPORT IT.

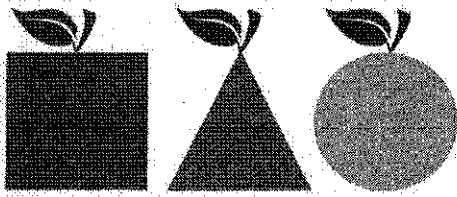
Student Sexual Behaviour toward staff needs to be reported to your principal. Early intervention to alter behaviour is needed. If you don't get help from your admin to alter the behaviour then please inform your health and safety rep. so that we can assist.

All CUPE Staff:

When dealing with health and safety issues, remember to contact your supervisor/admin for guidance first and to see if the issues can be resolved. If still unsatisfied with the results regarding health and safety, then contact your health and safety rep. for direction. The first question we will ask you when dealing with your concerns is "does your supervisor/administrator know about this issue?"

Custodial/Maintenance Rep.
EA Rep.
OCT Rep.

Dan Mills dmills@cupe218.ca
Kelly Gainer kgainer@cupe218.ca
Rachel Hunter rhunter@cupe218.ca



OSBCC BARGAINING UPDATE 2014/2015

MAKING SCHOOLS WORK

8

Upcoming dates:

January 23rd, 2015 –
Bargaining date

February 3rd-7th, 2015 –
OSBCC annual conference in
Ottawa

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

January 7, 2015

Bargaining news

We had another bargaining date on December 18th, 2014 – our fourth meeting – with the management team composed of the Council of Trustee Associations and the province.

As reported in the last newsletter, 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 – we are committed to meaningful local bargaining, and want to ensure substantive items will be discussed at local tables.

Similarly, we are not agreed about some key items that we would like to see discussed centrally, such as contracting in/out, violence prevention, and preventative maintenance. We see these items as holding potential for cost savings and want to discuss them on a province-wide basis. We will continue to push for this at the CUPE table, because of its importance to us and also because we know the management team for three of the teacher groups has agreed to discuss contracting out and supervision at the teacher bargaining tables.

Because we have not reached agreement on the presence of some of these key items at the central table, we've started the process of making application to the Ontario Labour Relations Board (OLRB) for dispute resolution. We may or may not require it, but want to have the process already underway. (OSSTF filed their application but were able to ultimately reach agreement on items for discussion without using the OLRB process).

Our next meeting date with management is Friday, January 23rd.

Copies of the terms of reference we signed with the management team will be distributed to local Presidents this week, once translation is complete.

News from other bargaining agents

OECTA representing teachers in the English Catholic system has not been able to reach agreement on what will be centrally discussed, and they have filed papers with the OLRB for a determination (like us, they want to see attendance management issues addressed centrally). CUPE has sought intervenor status in their hearing, and we learned yesterday that the Council of Trustee Associations is opposing our petition for intervenor status, so we expect to make legal argument on that in the days to come. OECTA's actual hearing dates are on January 9th and 19th. OECTA has said they do not expect to be bargaining until mid-February at the earliest, and that they will be taking strike votes in the coming months.

Durham Catholic Custodial/Maintenance

We would like to wish everyone a happy new year and hope everyone had a restful and enjoyable vacation. Thank You to everyone who attended the elections in November, this was an important day for your local and we appreciate the attendance by those who were able to come out and vote. I would like to welcome Dave Slater as our new steward, great to have Dave as part of the committee. Thank You to Bill Checkett for his years of hard work and dedication. At this time we have 11 outstanding grievances related to redundancies and subsequent bumping from these redundancies. The OLRB has made a ruling that these redundancies should be heard in an arbitration forum, we will keep the membership updated as we move along in the process. On the bargaining front, please refer to OSBCC update letter in this newsletter. I would like to answer a question that has been asked many times (are we working without a collective agreement) No, our agreement is still in force and we will continue under the current agreement. Please remember, if you have any questions and or concerns, please contact one of your reps below. We don't always know the issues unless the membership keeps us informed.

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

January 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. **Please read this update.**

Training:

If anyone has updated training, courses etc., that you have taken outside of the Board, please forward this information to Lisa Beaulne so your hard work will be noted.

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 for Elementary:

The P.A. Day on Friday, January 23 will provide an opportunity for 25 E.A.'s to take BMS training and 25 to take a 2 day Mental Health First Aid training. The rest of the elementary E.A.'s will be provided a day for training in Anxiety and ASD. A numbered memo will come out shortly regarding details and locations.

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

Custodial Maintenance Message Public Board January 2015

Dear Sisters and Brothers

Happy New Year, I hope everyone enjoyed the Christmas holiday and some time off with family and friends. Christmas is always a hard time for those of us who are dealing with loss or sickness, but it is also a time where we are so very fortunate to have those people around us that help us through tough times and make us step back and look at our blessings.

I would like to touch on a couple of topics that have been brought to the attention of the Committee:

1. If you have been asked to do maintenance or minor repair on Board equipment please ask your supervisor for training if you feel that you're putting yourself at risk. If you don't know ASK ...
2. Some of our Custodial staff have been asked or have been taking the responsibility on when it comes to the A.E.D. The Principal is the school site lead. For full detailed info, please go on the school board web site and look up under PROCEDURE.

I would like to introduce your new committee , Dennis Gibbs , Kurt Badgley , Bill Durant , Bob Montgomery , Diane Carder , Wayde Johnstone , Jeff Goodwin , Paul Brunt , Dan Fusco , Mike Nixon

Our next general membership meeting is January 25th 2015 at 7:00 @ the CUPE Office, 2080 Wentworth st Whitby. Hope to see you there.

Yours in Solidarity,

Dennis Gibbs

Chairperson Cust/Maint.



Public Board Con Ed Workers

Happy New Year!

Contracts: The new year will bring new contracts for some CUPE Con Ed members. If you are in the LINC, ESL or FFF department, be sure that you sign and return your contract as soon as it is offered to you to avoid any delays in payroll. Our principal is making an effort to have them to us prior to the end of our current contract, which is March 31.

Payroll: Are you wondering where your paystub is? We were the first group to have paperless paystubs. You can find your stub on the staff portal in quick links. Go to the Employee Self Serve (ESS), then to personal, next to paystubs and select the date and employee group. You are able to print out your stub if you would like a paper copy.

Labour Management: Our next meeting with management is scheduled for January 27. If you have any items that you would like us to address, please bring them to a committee member. Our next LM meeting will be held January 27, 2015.

Education and Training: Jane, Silvia and I will be attending the OSBCC conference (Ontario School Board Coordinating Committee) in Ottawa from Tuesday, February 3rd – Saturday, February 7th. This provides an opportunity to network with CUPE members who have the same jobs as us across the province and to learn about the negotiations between the OSBCC and the province.

Jane, Silvia and one other member have registered for a course titled: Introduction to Stewarding. The course is Friday evening and all day Saturday on January 16 and 17. This is an opportunity for them to learn what a steward does and how to help CUPE members solve workplace problems. Thanks to them for giving up most of their weekend to better serve us.

Want to be more involved? You are invited to the General Membership Meetings. The next meeting is on Sunday, January 25 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 moreilly@cupe218.ca
- Silvia D'Amato sdamato@cupe218.ca
- Jane Batterink jbatterink@cupe218.ca

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

EDUCATIONAL ASSISTANTS PUBLIC BOARD

Happy New Year!

CONGRATULATIONS!

Elections were held on November 15, 2014.
Don Bryans—President for the past 16 years retired on Dec 31st 2014.
We would like to wish Don well with his retirement!

Welcome to Rod King as our new President and Marion Moore as the Vice-President!!
Congrats to all of our new and returning Executive and Representatives!

THANK YOU!

Marion Moore has been the Chairperson of the EAs for over 16 years. She has led us through many rounds of Negotiations, adding 2 new groups to our Bargaining Unit (EA2s and Outdoor Education), as well as a strike!
Marion has stood by, helped, supported and defended many EAs over this time. Good luck in your new position!

Thank you Marion for everything you have done and for bringing us to where we are today! Thankfully Marion is still on the committee and will be there to help/guide us through this transition.

She's going to be one tough act to follow!

NEW CHAIRPERSON AND COMMITTEE

My name is Lori-Ann Richards (I go by either Lori or Lori-Ann), and I have been elected as the Chairperson for the EA - Public Bargaining Unit.

Please be patient with me as I learn this new role. It's a little overwhelming right now but I will get my bearings and figure it all out, it just may take some time!

Your new EA committee is....

Bargaining Team

Lori-Ann Richards	Kelly Gainer
Sue Wilkinson	Glen Morrison

Stewards

Marion Moore	Suzanne McConkey
Cara Gregory	Lovette May

PLEASE BE MINDFUL

We will do our best to get back to you ASAP but we are EAs and work with students, so we cannot always take a call. We also have other responsibilities: families, part time jobs, appointments and obligations, the same as you.

If you don't receive an answer within a day, please call/email, send a quick reminder to us, or call the Union office.

If it's an emergency, or a serious issue, please call the union office first and a member of the Executive will be there to help.

An email is most likely going to be answered more quickly than a phone call. Always use your personal email account, if possible, to contact us.

TAKE TIME TO ASK

If you have any questions, issues needing addressed, or would like to meet and put a face to the name etc., don't hesitate to contact any one of us! We can set up a meeting at the union office anytime. You can come in as a group, or individually.

Don't be afraid to ask any questions!

HANDBOOK

The new EA Handbooks have been sent out to each EA. If you have not received yours, please contact the union office.

There is a lot of helpful information in this book, so please take the time to read it and keep it handy to refer to later. You will also find it on the CUPE Local 218 website.

HEALTH & SAFETY

Make sure you read the H&S report in all the newsletters, as there will be a section regarding EAs.

PAY-STUBS

Reminder—we all received an email on Thursday November 13, 2014 with the subject title:

IMPORTANT INFORMATION REGARDING YOUR PAPER PAY-STUBS.

As of this pay period - January 15, 2015, we are paperless. Pay-stubs will now only be accessible on line.

To access your pay-stub, login to the **Staff Portal**, in the **Quick Links** section, go to **Employee Self Serve**.

If you have any problems/questions, please contact your area rep and we will assist you, or refer to your EA Handbook under the section "Use of Computers" for detailed instructions.

BARGAINING UPDATE

Please read the OSBCC update in the newsletters and/or on the 218 website. The committees will be going to the OSBCC Conference in Ottawa from Feb 3-7. The title of this year's Conference is "**Negotiate to Settle, Prepare to Strike**". We will keep you updated as we learn more.

AREAS AND TEAMS

AJAX/PICKERING

Glen Morrison gmorrison@cupe218.ca
Lovette May lmay@cupe218.ca

NORTH/WHITBY

Sue Wilkinson swilkinson@cupe.ca
Cara Gregory cgregory@cupe218.ca

OSHAWA

Kelly Gainer kgainer@cupe218.ca
Suzanne McConkey smcconkey@cupe218.ca

CUPE OFFICE

Lori-Ann Richards (am only) lrichards@cupe218.ca
Marion Moore mmoore@cupe218.ca

When calling in, your message will go to the Rep for the area in which you work. Please email that same Rep as well.

The General Membership meeting is Sunday January 25, 2015 at 7pm. Come out and meet your new Executive and Committee members.
Get all the updates on the happenings within the local and ask questions.

Always remember---Knowledge is Power!

Until next month, stay warm and safe!

In Solidarity,
EA Committee

Office/Clerical/Technical

January, 2015

Bargaining Committee Rep Needed

We are currently in need of one rep and would like to invite anyone interested in filling the position to let us know. As a rep, you are expected to attend General Membership Meetings – every 4th Sunday of the month. There are no General Membership Meetings in June, July, August and December. You are also expected to attend Committee Meetings once a month in the same months as the General Membership Meetings. Both General Membership Meetings and Committee Meetings are held outside of work time. We have Labour/Management meetings 4-5 times throughout the school year and they are held during the work day.

There are many courses and conferences available through the union to educate anyone in this position. If you are interested but feel you don't have the experience or knowledge, we will help you with that.

Personal Days Off

Many people are under the assumption that we get 2 "Personal Days" off each year. This is false. We do not have the same terms as teachers. According to our contract, Article 21.09 (b) we are allowed 2 Special Leave days not used for sickness. These 2 days are specifically designated as follows:

- 1) to attend the graduation exercise of the employee, spouse or child from a recognized course of study from a secondary school, college or university
- 2) to attend the birth of the employee's child
- 3) to write examinations to upgrade the employee's employment qualifications
- 4) to attend a funeral of a close friend
- 5) moving to a new place of residence on the day of the move, limited to once per year
- 6) Religious Holiday (this has been negotiated since last contract)

If you require days off for other purposes, you may apply for an UNPAID Leave of Absence to Catherine Miller. Your request will be considered based on circumstances.

Your reps are:

•••

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

Rachel Hunter -
Elementary

rhunter@cupe218.ca

Karen White – Secondary

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.

Safe Welcome Program

Recently, an elementary school secretary had sent out an e-mail to all elementary school secretaries asking about when the doors are to be locked and unlocked and whether students are allowed to let people in.

A memo had been sent out on January 27, 2014 from John Bowyer, Superintendent of Education, stating as follows:

"As a result of the Safe Welcome Program, the doors of all elementary schools will be locked 10 minutes after the morning entry bell and will be unlocked at dismissal time. During the lunch hour, school doors may be unlocked."

"Schools will develop practices that meet the needs of their individual facility and the requirements of the legislation."

During our conversations with the Board's Safe Welcome Committee, we discussed our concerns as to what the protocol was to be. We were told that each school is different and therefore the issue of when the doors are to be locked, would be at the principal's discretion. The only stipulation was that they were to be locked during classroom time.

As for students letting people in, we were told that students don't do that. As an aside, this would be one of the many reasons we ask you NOT to use student office helpers.

Secretaries are not required to carry walkie talkies on breaks in order to answer the door. This should not be happening. We are entitled to our 2 ten minute breaks and a lunch hour. When we are on our break, it is exactly that – a break and is not our responsibility to monitor the door.

Absences

If you need to be absent from your position for less than a half day, it is permitted to charge the number of hours you are absent. As an example, if you need 2 hours for a specialist appointment that that can't be scheduled outside your working hours, you may charge the 2 hours to your sick time. You don't have to take a minimum of a half day on your sick time, if you don't require it. With the Attendance Program in place, it would be wise not to take any more time than necessary from your position.

BARGAINING UPDATE

Please check our C.U.P.E. Local 218 website for the most current information. Under the section "Learn More" PDT Bargaining Updates #8. You can also check our Facebook and Twitter accounts.