



**CUPE LOCAL 218**

**GENERAL MEMBERSHIP  
MEETING**

**&**

**CORPORATION MEETING TO FOLLOW  
AFTER THE GENERAL MEMBERSHIP  
MEETING**


**7:00 p.m.**

**SUNDAY, MAY 25, 2014**

**Cupe Local 218 Hall**

**2080 Wentworth St  
Whitby, Ontario**

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



# Vice Presidents Message

## May 2014

Dear Sisters & Brothers:

On April 27, 2014, your Union Executive attended a leadership meeting in Toronto with the (OSBCC) Ontario School Board Coordinating Committee, where we received a technical overview of Bill 122 and how CUPE will be involved in Provincial Bargaining, and the guidelines for CUPE to establish a seat at the Central Table.

On May 3, we held a special meeting for you the members to update you on Bill 122 and took a vote after our power point presentation and question and answer period. I was very pleased with the number of members that attended and for their support to participate at the Central Table. The Public Board voted 97% in favor and the Catholic Board voted 100% in favor. Thank you again to all the members who came out to be informed.

The Chairpeople at the Catholic Board met to go over proposals on local issues and will be meeting with their Bargaining Committees for a final review on May 26, 2014 before we meet with the members to present the proposals. Please see the attached flyer for the proposal meeting dates for all Catholic Board units

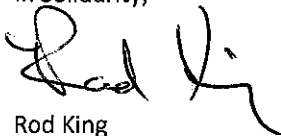
I am sure you are all aware that there will be a Provincial Election on June 12, 2014. Sisters & Brothers I cannot urge you enough to get out and vote. It is so important that we vote for a party that support's Unionized Labour in this Province. It is not my place to tell you who to vote for, but take some time to hear what the candidates have to say and make an informed decision.

As always, if you sustain a workplace accident or injury please inform your respective rep at the Union Office. We are here to assist you through this process.

Our last General Membership Meeting will be Saturday May 25, 2014 at 7:00pm at the CUPE office. Please plan to join us.

This will be our last paper copy of the CUPE Newsletter. As of September 2014, we will send the Newsletter out electronically only and you can view it online on our CUPE website at [www.cupe218.ca](http://www.cupe218.ca). There is a place to register your personal email address to have Newsletters and other important information sent directly to you. This will be our last Newsletter until September. I would like to thank you the members for all your support and hope you have a safe and enjoyable summer, enjoy the change of pace, and well deserved vacations.

In Solidarity,



Rod King  
Vice President  
Disability Management Consultant

# NOMINATIONS

**NOMINATIONS WILL TAKE PLACE AT THE  
SEPTEMBER 2014 GENERAL MEMBERSHIP  
MEETING FOR THE FOLLOWING POSITIONS:**

PRESIDENT	2 YR TERM (Jan 2015- Dec 31,2016)
VICE PRESIDENT	2 YR TERM (Jan 2015- Dec 31,2016)
ALL BARGAINING COMMITTEES INCLUDING STEWARDS	2 YR TERM (Jan 2015- Dec 31,2016)

*Elections to be held the 3<sup>rd</sup> Saturday in November*

**\*Election date, time and location to be determined\***

## Provincial Election Activities

The 2014 provincial election offers CUPE Ontario School Board Support members an ideal opportunity to profile the important work we do in schools, particularly because Tim Hudak and the Conservatives have attacked that work with their plan to cut 9,700 non-teaching positions. He has since expanded his plans to a cut of 100,000 public-sector jobs, including teachers, but his focus on non-teaching positions provides us an opportunity to enter into public debate.

- Hudak's specific threat to target 9,700 jobs from Ontario's school boards is part of his overall attack on the public sector; on May 9, he announced his intention to slash 100,000 jobs from Ontario's public sector. It means that CUPE members, particularly those in the school board sector, are front and centre in the fight to stop the Hudak agenda of public sector jobs cuts. We should take the lead in that fight.
- By **focusing attention on cutting non-teaching jobs**, Hudak has opened the door for us to differentiate the important work we do from teachers, who too often dominate the media's attention but are not part of this story. Seizing on his attack during the election, when people are paying attention, allows us to have a very public conversation about the important role of support staff in our schools.
- Hudak's primary focus in this election is his "million jobs plan." Since he has clearly articulated he will get rid of 9,700 of our jobs in school boards (and now up to 100,000 more public sector jobs), it gives us the perfect opportunity to challenge his primary platform item as making no sense. Again, because

he has staked jobs as his primary focus, it gives his attack on us and our response, more prominence.

### Getting Into the Public Debate

Seizing the opportunity the election offers us will require that we move quickly and take opportunities presented by the election, particularly in regional media. To do so, we must respond quickly and plan actions with little notice. Proposed activities could include:

- Letters to the editor by members and local leaders, challenging Hudak's jobs plan and his attack on services students need
- Members calling in to radio talk shows about the election, challenging Hudak's jobs plan
- Leafleting the public and questions by members at all-candidates debates, with local press releases to announce the activity and focus the media's attention. Leafleting outside Tory offices.
- Group picketing/rallies or challenging of leaders on the subject of school board support staff job cuts, if their leaders' tours come to town (as we did with the Liberal leadership campaign stops and Bill 115). Taking pictures and tweeting them out.
- Arming our members with information/sample questions to speak with co-workers at work, to post on social media sites and to ask questions of candidates who knock on their doors.
- Other activities that attack Hudak's jobs cuts and profile our members' work.

## Tools

- Sample letters to the editor
- Discussion points for conversations with members/call-in shows
- Sample questions for all-candidates debates
- Sample leaflet text that can be localized for leafletting at events/debates
- Social media tools like sample twitter messages, memes, etc.

## Sample Letters to the Editor

All templates meant to be localized and personalized by their senders. Each letter is under the 200 words, which is typically the length of a short letter to the editor.

### Letter 1 - Bogus Hudak Jobs Plan: How are you creating jobs when you're cutting jobs?

*Tim Hudak and the Conservatives are trying to hoodwink Ontarians in this election with their promise to create jobs while at the same time vowing to cut 100,000 jobs, at least 9,700 non-teaching jobs in our schools alone. It makes no sense to say you'll create good jobs while at the same time cutting critical jobs in our public schools that help children succeed.*

*Mr. Hudak and our local Conservative candidate don't want to admit it, but their promise to will mean critical educational support workers won't be there to help kids. It will mean cutting custodians, school secretaries, educational assistants, library technicians, psychologists and maintenance workers who keep our schools clean, ensure student safety and provide the critical supports that our most vulnerable students need to succeed. These workers are the backbone of our schools and Mr. Hudak proudly plans to cut at least 9,700 of them. That isn't good for students and it isn't good for parents. It certainly won't do anything to create good jobs in our community. Quite the opposite.*

### Letter 2 - 9,700 Cuts Will Hurt Kids

*Tim Hudak's radical election promise to cut 100,000 public sector jobs --at least 9,700 non-teaching jobs in our schools will have a devastating impact on kids. Mr. Hudak might not want to say which workers he'll cut for fear of losing votes, but as an educational support worker, I know what his cuts will mean for students.*

*Hudak's cuts will mean fewer school secretaries who make sure our kids get to school safely. They'll mean fewer custodians and maintenance workers to keep our schools clean and healthy places to learn. They'll mean cuts to library techs, who foster a love of reading in children; fewer speech therapists to help kids succeed and fewer educational assistants to ensure our most vulnerable students have the chance to thrive at school.*

*When Hudak and our local Conservative candidate cavalierly say they'll cut thousands of education workers as though it won't impact our kid's education, think again. Educational support workers are the lowest-waged workers in our school system and are often overlooked by the media, but we are the backbone of our schools. Parents and kids will notice drastically reduced services when at least 9,700 of us are gone.*

### Letter 3 - Less Service For Kids in Need because of Hudak - don't believe the lies

*Tim Hudak and our Conservative candidate are promising to cut at least 9,700 non-teaching education workers this election. That will have a devastating impact on students with special needs. They are also vowing the delay the implementation of full day kindergarten (FDK).*

*A recent report by People for Education revealed 49% of elementary schools recommended a student with special needs not attend school for the full day. In a third of those cases, necessary staff supports for those students were not available.*

*It is pretty clear that Hudak's plan to eliminate educational support workers will make this situation*

worse. The plan to delay FDK will mean some kids and communities enjoy access to the best education for young students, while others may never.

Do we need to have 100% of elementary school sending home kids with special needs for Mr. Hudak to understand how bad his planned cuts are? Do we need to see some of our youngest learners never access full-day kindergarten? For the sake of our most vulnerable students, let's hope Ontarians don't buy Mr. Hudak's plan this election.

### Points to Remember

- Cuts to education funding by the previous Harris Conservative government devastated our schools and student success; Tim Hudak was a member of Cabinet in the Harris government.
- More recently, schools are trying to deal with the chaos caused by the Liberal government's Bill 115 and recent austerity budgets.
- The last thing we need is more deep cuts that would result in the firing of 100,000 workers by a Hudak government.
- Hudak says his number one priority is to create jobs (through the so-called "Million Jobs Plan"). But that makes no sense, since cutting 100,000 jobs, including at least 9,700 school board support workers, will mean fewer jobs AND less service for kids.
- Tim Hudak and Conservative candidates like to say that the 9,700 cuts to "non-teaching" education workers means bureaucrats or other non-frontline workers (most recently, they have classed maintenance workers as "non-frontline"). But his Pathways policy document doesn't say that and there are not 9,700 bureaucrats or maintenance workers in Ontario schools.
- School Boards across Ontario, strapped by recent Liberal austerity budgets, are already reducing services and closing schools, negatively impacting students and community schools.
- Right before the election was called, a member of Tim Hudak's Conservative caucus tabled a private member's bill to encourage the widespread contracting-out of all public services not performed by nurses, doctors, teachers or police. Hudak has vowed to campaign on this issue, which he falsely says would allow unions to "bid" on their jobs. This radical private member's bill would have mandated that the government examine whether, for example, temporary placement agencies could provide rotating school secretaries or custodians more cheaply than school board employees. It was defeated before the election was called but tells us a lot about Hudak's plans for our jobs.
- Hudak's 9,700 school board workers is just the tip of a radical agenda of cuts, contracting out and privatization. On May 9, he also announced his intention to eliminate **100,000 public sector jobs** – slashing services in education, social services, and health care. This could well mean he is planning to cut **more** than the 9,700 non-teaching jobs in schools he announced earlier.

### Sample tweets (use #onpoli and #onvote in tweets)

- How can @timhudak say he wants to create jobs when he plans to cut 9,700 school support jobs? That doesn't make sense #onpoli #onvote
- @timhudak plans to cut at least 9,700 non-teaching jobs in schools will hurt kids #onpoli #onvote
- Ask your @OntarioPCParty candidate why they're cutting at least 9,700 school board support staff. Our kids deserve to know #onpoli #onvote

## Discussion points and sample questions for the provincial election

- Tim Hudak's been pretty clear that if elected, his party will cut 9,700 non-teaching jobs in our schools (*Paths to Prosperity: Preparing Students for the Challenges of the Twenty-First Century, a PC Caucus White Paper, released Jan. 2013. Path 11: "Phase out 10,000 non-teaching positions to save \$600 million, as recommended by the Drummond Commission. This will mean reducing Ontario's 82,000 non-teaching positions by 11.8 percent. With an emphasis on students who need help the most like those with learning disabilities or special education needs, school boards should examine the role of people who work with those children carefully before proceeding with this Drummond recommendation."*).
- Whether these jobs are included in his plan to slash **100,000 jobs** from Ontario's public sector, or whether these cuts are *in addition* to those, it will mean a reduction of about 12% of support staff across Ontario – like custodians, who make sure our schools are safe and clean; library technicians, who assure students have access to information; school secretaries, who make sure our kids arrive safe to school; and educational assistants who work with the most vulnerable students.
- These workers are the backbone of our schools.
- Support workers are the lowest-waged workers in our schools and are predominantly women.
- A recent study by People for Education showed 49 per cent of elementary schools had recommended a student with special needs not attend school for the full day. A third of those schools said a lack of necessary staff supports, because of limited resources, was the reason.
- 4 out of 5 school boards are already spending more money on special education than they receive from the provincial government. Hudak's plan will make this already bad situation worse and drain funds from other important areas of Board budgets.
- Tim Hudak's PCs have said that, if elected, they will delay the expansion of full-day kindergarten (FDK) until the budget is balanced. This will leave have and have-not schools and leave different schools within the same Board providing different services for kids. It will also impact parents who have registered their kids for FDK in 2015.

## Sample questions to the PCs at all-candidate's debates and on the doorstep

Tim Hudak and your party have vowed to eliminate at least 9,700 non-teaching jobs in Ontario's schools if elected and 100,000 overall. How can you say your party is focused on creating jobs when you plan to get rid of so many? How does it make sense to eliminate school custodians, educational assistants and school secretaries, who provide critical services to students and are the backbone of our schools?

Tim Hudak and the Conservative party have promised to cut at least 9,700 school board support staff jobs if elected. Can you tell the parents and education workers in this room which 9,700 jobs you will cut and how students will succeed without the critical services those workers provide?

Your party has called for the reduction of almost 12 % of the province's education support workers -- or 9,700 jobs. Non-teaching, educational support workers are on the front line, providing critical services to students -- keeping schools clean and safe, helping kids with special needs and making sure kids arrive to school safe. They are also the lowest paid workers in our schools and are most often women. Why is your party cutting these lower paid, female workers' jobs, especially when they provide such key services to kids?

A recent People for Education report showed that 49 per cent of elementary schools had recommended a student with special needs not attend school for the full day because of a lack of support, including staff resources. What percentage of kids with special needs do you think schools will ask to stay home after your government -- if elected -- cuts at least 9,700 school board support workers?

The Conservative candidate and his leader Tim Hudak have said that if elected, they'll delay the implementation of full day kindergarten (FDK) until the budget is balanced. What do you say to parents who have kids registered next year for FDK and might not get that education for their kids if you are elected? How do you explain that one school might have FDK and one down the road might never get it if your party is elected?

### Follow up question

**If Tories say they will only cut senior bureaucrats, not front line staff or that they won't cut EA's:**

I've worked for the school board for many years, and I know when a party proposes cutting at least 11.8 % of all non-teaching staff, that will mean thousands of frontline staff like custodians, school secretaries, educational assistants and library techs are cut. The PCs' proposal does *not* say they won't cut staff supports to students with special needs -- just that Boards should examine their cuts carefully. We saw this from the Tories before during the Harris years and it meant MASSIVE cuts to services for students -- including services to students with special needs. Why won't the Tories be honest with students, parents and workers like me and say they are going to cut our jobs and don't care what the impact is on students?

### Question for all candidates

Will you respect the basic Charter Right to free collective bargaining of all school board support workers -- including [INSERT YOUR JOB TITLE] like me, who had those rights stripped away under Bill 115?



CUPE LOCAL 218  
EXECUTIVE COMMITTEES

PRESIDENT	..	Don Bryans
VICE-PRESIDENT	..	Rod King
TREASURER	..	Sue Wilkinson
RECORDING SECRETARY	..	Ramona McDonald
SARGEANT AT ARMS	..	Lori Richards

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**CATHOLIC BOARD, CUSTODIAL & MAINTENANCE COMMITTEE**

Brian Burd, Chairperson      Natalie Melich      Sean Hebert      Bill Checkett

**CATHOLIC BOARD, EDUCATIONAL ASSISTANTS COMMITTEE**

Maureen MacInnis, Chairperson      Carrie Boisvert      Maureen Suddard

**CATHOLIC BOARD, SECRETARIAL CLERICAL TECHNICAL COMMITTEE**

Nikki Spiers, Chairperson      Karen Ulrich      Mike Morris

**PUBLIC BOARD, CUSTODIAL & MAINTENANCE COMMITTEE**

**COMMITTEE**

**STEWARDS**

Lori Cross, Chairperson  
Dan Fusco  
Mike Nixon  
Glenn Marsh  
Dennis Gibbs

Bob Montgomery  
Diane Carder  
Kurt Badgley  
Kelly Watts  
Rick Worsley

**PUBLIC BOARD, EDUCATIONAL ASSISTANTS COMMITTEE**

**COMMITTEE**

**STEWARDS**

Marion Moore, Chairperson  
Karen Alexander  
Kelly Gainer  
Lori Richards

Glen Morrison  
Gail Dignard  
Sue Wilkinson  
Suzanne McConkey

**PUBLIC BOARD, OFFICE CLERICAL TECHNICAL COMMITTEE**

Cathie Rousseau, Chairperson      Karen White      Rachel Hunter

**PUBLIC BOARD, CONTINUING EDUCATION COMMITTEE**

Maureen O'reilly, Chairperson      Silvia Damato      Susan Vogl Blakelock

**HEALTH & SAFETY REPRESENTATIVES**

**PUBLIC BOARD**

Dan Mills  
Kelly Gainer  
Rachel Hunter

**CATHOLIC BOARD**

Mary Ayres  
Brian Burd  
Karen Ulrich

**WSIB/LTD**

**PUBLIC BOARD**

Jamie Spencer  
Marion Moore

**CATHOLIC BOARD**

Rod King

**BY-LAWS COMMITTEE**

Sue Wilkinson  
Dennis Gibbs  
Dan Fusco  
Lori-Ann Richards  
(vacant)

**EDUCATION COMMITTEE**

Lori-Ann Richards - Chairperson  
Sue Wilkinson

**TRUSTEES**

Karen Ulrich  
Karen White  
Rachel Hunter

# CATHOLIC BOARD CUSTODIAL MAINTENANCE MESSAGE MAY 2014

This will be the final newsletter for this school year.

I would like to thank all those who attended our provincial bargaining meeting on Saturday May 3, your vote counts and we appreciate it.

We currently have one outstanding grievance, replacements for absent chiefs in Secondary Schools. We feel this should be on a seniority basis and not current practice of Group leaders moving up.

As I am sure everyone has heard by now, we are dealing with three redundant positions in Maintenance as of August 31. We will keep the membership updated as we move forward.

We are in the process of setting up our bargaining proposals. We would like to thank those members who sent in their suggestions. We will also keep the membership updated on the status as we move forward.

If you have any questions/concerns, please contact one of you reps listed below.

We wish everyone a safe and enjoyable summer and hope the weather cooperates.

In Solidarity,

Brian Burd [bburd@cupe218.ca](mailto:bburd@cupe218.ca)  
Natalie Melich [nmelich@cupe218.ca](mailto:nmelich@cupe218.ca)  
Sean Hebert [shebert@cupe218.ca](mailto:shebert@cupe218.ca)  
Bill Checkett [bcheckett@cupe218.ca](mailto:bcheckett@cupe218.ca)

# **CUPE LOCAL 218**

**NOTICE  
CUSTODIAL & MAINTENANCE UNIT  
CATHOLIC BOARD  
IMPORTANT PROPOSAL MEETING**

**MONDAY JUNE 2, 2014**

**10:00 A.M.**  
(NIGHT SHIFT WORKERS)

**&**

**5:00 P.M.**  
(DAY SHIFT WORKERS)

**CUPE OFFICE**

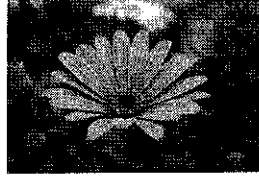
**2080 WENTWORTH ST  
WHITBY, ONTARIO**

**PLEASE PASS ALONG TO ALL CUPE LOCAL 218 CUSTODIAL &  
MAINTENANCE MEMBERS IN YOUR WORKPLACE**

CUPE Local 218

Durham Catholic Educational Assistants

May2014



Dear Members,

Negotiations are about to start as our contract expires on August 31, 2014. Thank you to all who came out to vote on Saturday, May3. There were 40 E.A.s present and we received 100% go ahead to negotiate provincially.

Another thank you for those who submitted proposals for our next contract. Unfortunately, we are not able to negotiate anything monetary. So raises, benefits, etc. will not be used. We are able to look at and submit proposals for non-monetary such as yard supervisions, etc.

Please continue to submit your EA Incident reports. These are very helpful and necessary to obtain the help we need with challenging students.

This is the last newsletter for this school year. Codes for E.I. will be sent out in June as per years past.

Have a safe and happy summer!

Yours in solidarity,

Maureen MacInnis

Maureen Suddard

Carrie Boisvert

905-571-7879

# **CUPE LOCAL 218**

**NOTICE**  
**SECRETARIAL CLERICAL TECHNICAL UNIT**  
**&**  
**EDUCATIONAL ASSISTANTS UNIT**  
**CATHOLIC BOARD**

**IMPORTANT PROPOSAL MEETING**

**TUESDAY JUNE 3, 2014**

**5:00 P.M.**

**CUPE OFFICE**

**2080 WENTWORTH ST**  
**WHITBY, ONTARIO**

**PLEASE PASS ALONG TO ALL CUPE LOCAL 218 SECRETARIAL  
CLERICAL TECHNICAL AND EDUCATIONAL ASSISTANT MEMBERS  
IN YOUR WORKPLACE**

## Catholic Board Secretarial/Clerical/Technical Unit

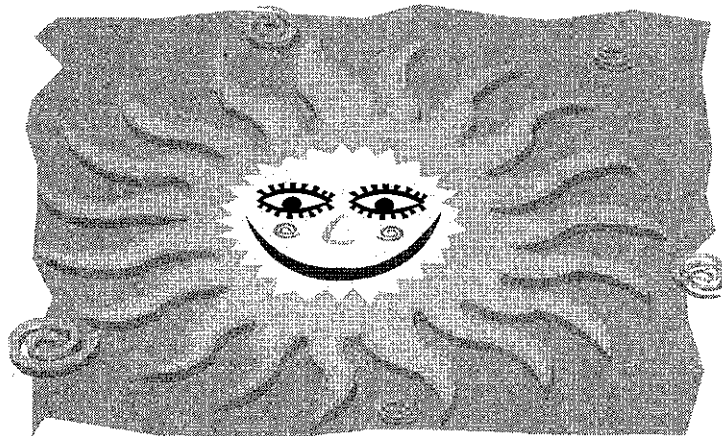
I hope to see many of you out to the last General Membership meeting the last Sunday of May, before our Collective Agreement expires on August 31<sup>st</sup>.

We had our third Labour Management meetings on May 7<sup>th</sup>. There will be another scheduled in June to finish up the school year.

I attended a day of bargaining proposals at the CUPE office on May 14<sup>th</sup> with Brother King, the Chair people for the EA & Custodial/Maintenance units as well as our National CUPE Rep, Linda Newman. It's not too late to email me any items you would like to see changed in our collective agreement.

This is the last newsletter before September and we will be going paperless then. Please register your personal email with us on the CUPE website so we have a way to contact you if there is a critical decision that needs to be made surrounding bargaining or just to receive newsletters starting in the fall.

I hope you have a Safe and Enjoyable Summer!



Nikki Spiers – [nspiers@cupe218.ca](mailto:nspiers@cupe218.ca) or 905-243-1446

Mike Morris – [mmorris@cupe218.ca](mailto:mmorris@cupe218.ca)

Karen Ulrich – [kulrich@cupe218.ca](mailto:kulrich@cupe218.ca)



## *Public Board Con Ed Workers*

### Bargaining:

No, we haven't finished our first round of bargaining and yes, it has been almost 2 years since we certified, but there are few bargaining dates offered to us. The next date is Thursday, May 15 for the full day.

Believe it or not, on Tuesday, May 6, I met with our union president and the bargaining chairs from the other bargaining units within the DDSB and we started preparing for bargaining for our *second* collective agreement.

All of the collective agreements will expire August 31, and since the MOU (Memorandum of Understanding) is our collective agreement, and it too will expire in August, we will be in a position to negotiate our second collective agreement.

### Centralized Bargaining Vote:

On Saturday, May 3 many of our Continuing Education members turned up for a vote regarding centralized bargaining. We voted unanimously in favour of centralized bargaining. This means that we will have a committee to bargain with the province for our next collective agreement. We will still bargain local issues locally with our employer, but bigger issues will likely be bargained with the province. The OSBCC (Ontario School Board Coordinating Committee) will bargain on our behalf. They will be bargaining on behalf of 55,000 CUPE members who work in school boards. We voted for this because we think there is a huge benefit in bargaining and being included in the negotiations with so many CUPE members together.

### Proposal Meeting:

On Wednesday, June 4 at 5:00 at the CUPE hall, the Con Ed Bargaining Committee will present to you our proposal for our second collective agreement. This will include all the local issues that will not be covered in central bargaining. This meeting is the only opportunity for you to have an open forum for discussion of the proposal and have your questions answered. It is also the time for you to vote on this proposal.



Job Evaluation Committee Members Needed:

We are looking for 2 Con Ed members to work on the job evaluation committee. Job evaluation will take place next year. All of the job categories in Con Ed will be examined and a pay grid will be created.

Committee work involves training which will begin on June 11 for a full day. The training will include the bargaining committee, the members chosen from our unit and school board officials. We will all get the same training and then, in the fall, the committees will meet during business hours to evaluate submissions.

For more information please see one of your bargaining committee members.

New Bargaining Committee Member needed:

There will be a vacancy in our bargaining committee on June 13, when Susan retires. Please contact us or come to a general membership meeting to find out more.

Are you getting the news?

If you didn't receive this email electronically in your inbox, you are not registered at CUPE 218. It is so fast and easy to register, please go to [www.cupe218.ca](http://www.cupe218.ca) and click on "Register Here" on the left side. If you are having trouble, please contact Alison, CUPE 218 secretary at 905-571-7879 and she will help you.

Our last General Meeting:

Please join us for the last monthly meeting on Sunday, May 25<sup>th</sup> at 7 pm at the CUPE Hall.

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

· Maureen O'Reilly	<a href="mailto:moreilly@cupe218.ca">moreilly@cupe218.ca</a>	905-571-7879
· Silvia D'Amato	<a href="mailto:sdamato@cupe218.ca">sdamato@cupe218.ca</a>	905-571-7879
· Susan Blakelock	<a href="mailto:sblakelock@cupe218.ca">sblakelock@cupe218.ca</a>	905-571-7879

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

# **CUPE LOCAL 218**

**NOTICE  
CONTINUING EDUCATION UNIT  
PUBLIC BOARD**

**IMPORTANT PROPOSAL MEETING**

**WEDNESDAY JUNE 4, 2014**

**5:00 P.M.**

**CUPE OFFICE**

**2080 WENTWORTH STREET  
WHITBY, ONTARIO  
L1N 8W9**

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

## **Educational Assistants Public Board**

The full EA report will be on the cupe18 website. If you haven't already registered to get the newsletter sent to you, please do so. [www.cupe218.ca](http://www.cupe218.ca)

Please plan on attending the General Membership Meeting, Sunday, May 25th, 2014 at the Union office, 2080 Wentworth St., East Whitby. Ont. at 7 pm.

There have been complaints about members not receiving the newsletter or notices from the website. YOU NEED TO go to the site and register. If you have registered and still are not receiving the newsletter, then check YOUR computer and look in the trash. You may need to "allow the website" to send you emails. Because this is a mass email going out, some computer settings label this as spam and put it automatically into the trash folder on your computer. If that doesn't work, then phone the CUPE office and our secretary will try to help you. 905-571-7879

### **It's that Time of Year**

When pay cheques are smaller due to the doubling up of benefit payments. If you are a new EA this will come as a shock. Also be aware that for the first 3 years of working for the board, there will be a claw back of vacation pay, as you received payment for March Break and Christmas that you haven't earned enough vacation pay to cover.

### **Employment Insurance Codes**

As in other years this information comes to the union rather late in the year. When it is available we will have it circulated to the schools, from the union, through the liaisons, and posted on the cupe218.ca website.

### **Transfer/Surplus Round**

#### **Timelines:**

Tuesday May 20<sup>th</sup> Principals receive their staffing allocation for next year. If you are declared surplus through this process, your principal will be informing you.

When the principals receive the staffing in the school's this year, they will also notify you if your assignment changes..... ie.... Instead of being 1.0 Additional Support to the Associated Class for next year, you are now 1.0 Flexible base support.

You will have the option of going on the surplus/transfer round. This only applies to EAs whose assignment has changed as per the Memorandum of Understanding RE: SURPLUS AND REDUNDANCY PROCEDURE.

By the end of that week, if you had put yourself on the transfer list, or you were declared surplus, you will receive the list of openings to choose from. Remember to rank your choices 1 – 100.

There will be 2 lists going out. If you are a permanent 1.0 EA – you will only receive the list with 1.0 positions on it to choose from. If you are a permanent .5 EA then, you will have a list of .5 positions to choose from. NOTE: Everyone on the surplus/transfer list will be treated in order of seniority.

### **Let's talk about the 2014-2015 School Year**

EAs are scheduled to work August 28<sup>th</sup>, 2014. Make your plans accordingly.

Did you know that if you volunteer your time before school starts by going in and setting up classrooms, you are NOT covered by WSIB. If you are collecting EI and are in the school volunteering, you are not actively looking for work. Don't jeopardize your health or your income.

Hopefully this change will speed up the whole process and the expectation is that there will be a round of postings in June.

#### **Bargaining Reps:**

Sue Wilkinson		All northern Schools (north of Hwy 7) and all Whitby Schools <a href="mailto:swilkinson@cupe218.ca">swilkinson@cupe218.ca</a>
Lori-Ann Richards		All Ajax/Pickering Schools <a href="mailto:lrichards@cupe218.ca">lrichards@cupe218.ca</a>
Kelly Gainer		All Oshawa Schools <a href="mailto:kgainer@cupe218.ca">kgainer@cupe218.ca</a>
Marion Moore	Ext. 315	Chairperson: office hours 7 am - 3 pm <a href="mailto:mmoore@cupe218.ca">mmoore@cupe218.ca</a>

#### **Stewards:**

Suzanne McConkey		Oshawa Elementary Schools <a href="mailto:smcconkey@cupe218.ca">smcconkey@cupe218.ca</a>
Glen Morrison		Pickering/Ajax elementary schools <a href="mailto:gmorrison@cupe218.ca">gmorrison@cupe218.ca</a>
Gail Dignard		Oshawa/Whitby/Ajax/Pickering Secondary Schools <a href="mailto:gdignard@cupe218.ca">gdignard@cupe218.ca</a>

# Office/Clerical/Technical – Public Board

Newsletter May, 2014

## Everyone welcome...

Please join us:

To hear about our bargaining proposals on **Wednesday, May 21 at 5:00 p.m.** and for the next General Membership meeting on **Sunday, May 25 at 7:00 p.m.**

Well it looks as though the warmer weather is finally starting to appear. It's so nice to go to work and come home in the daylight. It won't be long before summer is upon us.



### BARGAINING UPDATE

Thank you to those that came out to vote on Saturday, May 3. The O.C.T. unit actually had the largest turnout of all the bargaining units for the public board. The vote was overwhelmingly in favour of central bargaining for our local and ultimately for all of C.U.P.E. Ontario. This means the government must write a regulation to provide C.U.P.E. with a central table and designate C.U.P.E. as an employee bargaining agency. Because there is now an election in progress, it is likely this will delay the writing of the regulation. We will keep you posted as the information becomes available.

We will be having a meeting on May 21, 2014 at the C.U.P.E. office at 5:00 to go over the proposals we are planning to make for our local bargaining. All money and benefit issues will be done through Central bargaining.

### BARGAINING REP

At long last, we have a new bargaining rep to add to our committee. We take pleasure in welcoming Bonnie Beth. Bonnie will be the board office rep and Rachel Hunter will now be the elementary school rep. Bonnie will be sworn in at our next General Membership Meeting.

### BEREAVEMENT

In the last newsletter I had mentioned if your parent should pass and the funeral arrangements are being delayed, I suggested you take your bereavement leave at the time of death, and apply for a compassionate leave at the time of the funeral. Some people took this to mean that you can apply for another **PAID** leave. This is not the case. You may apply for an **UNPAID** leave if you require more time. I apologize for the misunderstanding.

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

# **Office/Clerical/Technical – Public Board**

## **SAFE AND WELCOME SCHOOLS**

If you are not happy with this camera security system, please e-mail me from your home e-mail address to my address below. At our last Labour/Management meeting, it was perceived that I was the only person with an issue. Please keep your concerns coming to me in writing. Many voices will have more weight. I assure you this will be confidential in that I will only be sharing your comments, not your names.

## **PERSONAL E-MAIL ADDRESSES**

Please ensure you have signed up on the CUPE 218 website. As we get information with regards to bargaining, we want to keep you informed. Also, as of September, our newsletters will ***ONLY*** be electronic. Being signed up will ensure you receive your own copy.

Again, only use your personal e-mail address – not your Board e-mail address.

If you have any questions or concerns, please do not hesitate to contact your rep. You can do this through the e-mail addresses below (from your personal e-mail address) or by calling the C.U.P.E. office. Please do not e-mail or call us at work as we are not supposed to be doing union work on employer time. We do our best to get back to you promptly.

Your reps are:

Rachel Hunter – Elementary Schools – [rhunter@cupe218.ca](mailto:rhunter@cupe218.ca)

Karen White – Secondary Schools – [kwhite@cupe218.ca](mailto:kwhite@cupe218.ca)

Bonnie Beth – Board Office – [bbeth@cupe218.ca](mailto:bbeth@cupe218.ca)

Cathie Rousseau – Chairperson – [crousseau@cupe218.ca](mailto:crousseau@cupe218.ca)



# **CUPE LOCAL 218**

**NOTICE  
OFFICE CLERICAL TECHNICAL UNIT  
PUBLIC BOARD  
IMPORTANT PROPOSAL MEETING**

**WEDNESDAY MAY 21, 2014**

**5:00 P.M.**

**CUPE OFFICE**

**2080 WENTWORTH STREET  
WHITBY, ONTARIO  
L1N 8W9**

**PLEASE PASS ALONG TO ALL CUPE LOCAL 218 OFFICE CLERICAL  
TECHNICAL MEMBERS IN YOUR WORKPLACE**



## CUSTODIAL / MAINTENANCE

### PUBLIC BOARD

Last weekend was beautiful, for all those that are mother's hope you enjoyed.... I know I certainly did. Weather's not looking so good for the long weekend but it is May..... Showers... enjoy the warmer temperatures. Hopefully the weather proves our forecast wrong once again.

The custodial /maintenance committee have been busy preparing for negotiations. For those that were able to attend the vote that was held on Saturday May 3<sup>rd</sup> you know that our local voted in favor of provincial / centralized bargaining. We will be filing notice to bargain June. The Custodial /Maintenance proposal meeting will be held on Thursday May 22<sup>nd</sup> at the Unifor Hall (formerly C.A.W. Hall) there will be two different times 11:00 am and 4:30 pm to accommodate shift workers.

A reminder once again to those that have discipline on file and it has been past the two year time line please request to have such disciplined removed from file. This is your responsibility and important to take care of.

Last general membership Glen Marsh was elected to the bargaining committee, congratulations Glen.

Another reminder please register at CUPE218 to receive newsletters electronically. We will be going paperless come September. That being said this is the last news letter until September. I hope everyone enjoys the summer months, Fridays off, vacations, time with family and friends. Work safe, work smart.

Next general membership is May 25<sup>th</sup> ,@ 7:00 pm. 2080 Wentworth Whitby. Hope to see you there.

Lori Cross  
Chairperson

Committee: Dennis Gibbs, Dan Fusco, Mike Nixon, Glen Marsh  
Diane Carder, Kurt Badgley, Bob Montgomery, Kelly Watts



# **CUPE LOCAL 218**

**NOTICE  
CUSTODIAL & MAINTENANCE UNIT  
PUBLIC BOARD**

**IMPORTANT PROPOSAL MEETING**

**THURSDAY MAY 22, 2014**

**11:00 A.M.**

**&**

**4:30 P.M.**

**UNIFOR HALL**

**(formerly CAW Hall)**

**1425 Phillip Murray Avenue  
Oshawa, Ontario, L1J 8L4**

**PLEASE PASS ALONG TO ALL CUPE LOCAL 218 CUSTODIAL &  
MAINTENANCE MEMBERS IN YOUR WORKPLACE**

**CUPE LOCAL 218 CUSTODIAL & MAINTENANCE AREA REPRESENTATIVES  
PUBLIC SCHOOL BOARD  
CUPE OFFICE: 905-571-7879 TOLL FREE: 1-877-571-0218 E-MAIL: office@cupe218.ca**

<b>COMM -Lori Cross STEWARD-Rick Worsley</b>	<b>COMM – Dennis Gibbs STEWARD – Bob Montgomery</b>	<b>COMM – Mike Nixon STEWARD – Kelly Watts</b>
Beaverton PS	Altona Forest PS	Ajax HS
Brock HS	Applecroft PS	Alexander Graham Bell PS
Brooklin Village PS	Bayview Heights PS	Bolton C Falby PS
Cartwright PS	Dr. Roberta Bondar PS	Cadarackque PS
Cartwright HS	Duffins Bay PS	Capt. Michael Vandebos PS
Claremont PS	Dunbarton HS	Carruthers Creek PS
Epsom PS	Durham Alternative SS	Cal. J.E. Farewell PS
Goodwood PS	Eagle Ridge PS	Donald A Wilson SS
Greenbank PS	E.B. Phin PS	E.A. Fairman PS
Joseph Gould PS	Fairport Beach PS	F.M. Heard PS
McCaskill Mills PS	Frenchman's Bay PS	Lakeside PS
Meadowcrest PS	Gandatsetiagon PS	
Port Perry HS	Glengrove PS	Lester B Pearson PS
Prince Albert PS	High Bush PS	Lincoln Alexander PS
Quaker Village PS	J.C Richardson SS	Lincoln Avenue PS
R.H. Cornish PS	Romeo Dallaire PS	Lord Elgin PS
S.A. Cawker PS	Maple Ridge PS	Palmerston PS
Scott Central PS	Nottingham PS	Pringle Creek PS
Sunderland PS	Pickering HS	R.A. Sennett PS
Thorah Central PS	Pine Ridge SS	Roland Michener PS
Uxbridge PS	Rosebank PS	Sinclair SS/Ed Centre
Uxbridge HS	Terry Fox PS	Sir John A Macdonald PS
Valley View PS	Valley Farm PS	Southwood PS
Winchester PS	Vaughn Willard PS	West Lynde PS
Blair Ridge PS	West Creek PS	Westney Heights PS
Robt. Munsch PS	William Dunbar PS	Whitby Maintenance
Maxwell Heights SS	Vimy Ridge PS	De Vinci PS

**CUPE LOCAL 218 CUSTODIAL & MAINTENANCE AREA REPRESENTATIVES  
PUBLIC SCHOOL BOARD**

<b>COMM- Dan Fusco</b> <b>STEWARD-Diane Carder</b>	<b>COMM-Glenn Marsh</b> <b>STEWARD-Kurt Badgley</b>	
Athabasca PS	Adelaide McLaughlin PS	Woodcrest PS
Bellwood PS	Anderson CVI	
Bobby Orr PS	Beau Valley PS	
Central CVI	C.E. Broughton P.S.	
College Hill PS	Coronation PS	
DASE Oshawa(pine st)	Dr. S.J. Phillips PS	
Dr. C.F. Cannon PS	Eastdale CVI	
Dr. Robert Thornton PS	Fallingbrook PS	
Duke of Edinburgh PS	Gordon B. Attersley PS	
E.A. Lovell ACEC	Harmony Heights PS	
Gertrude Colpus PS	Hillsdale PS	
Glen Dhu	Jack Miner PS	
Glenholme PS	John Dryden PS	
Glen Street PS	Kedron PS	
G.L. Roberts CVI	Mary Street PS	
Grandview PS	Norman G Powers PS	
Grove School	O'Neill CVI	
Henry Street HS	Ormiston PS	
Lakewoods PS	Pierre Elliott Trudeau PS	
Ritson Road PS	Queen Elizabeth PS	
Sir Wm Stephenson PS	R.S. McLaughlin CVI	
	Sherwood PS	
Village Union PS	Sir Samuel Steele PS	
Waverly PS	Stephen G. Saywell PS	
Clara Hughes	Sunset Heights PS	
David Bouchard	Vincent Massey PS	
Seneca Trails	Walter E Harris	
Julie Payette	Williamsburg PS	

# **CUPE LOCAL 218 MILLENNIUM SCHOLARSHIP, THE LEN BYRNE & GORD MCILWAIN MEMORIAL SCHOLARSHIP**

Local 218 is pleased to call for Applications for its Annual Millennium & Memorial Draw of six 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 30<sup>th</sup> 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.

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**CUPE LOCAL 218  
MILLENNIUM SCHOLARSHIP,  
LEN BYRNE MEMORIAL & GORD  
MCILWAIN 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** \_\_\_\_\_