

**CUPE** / *Canadian Union  
of Public Employees*

**LOCAL 218**

**GENERAL MEMBERSHIP  
MEETING**

**7:00 P.M.**

**SUNDAY, MAY 24, 2015**

**CUPE LOCAL 218 HALL**

**2080 WENTWORTH ST.  
WHITBY, ONTARIO**

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

## **PRESIDENT'S MESSAGE MAY 2015**

Dear Sisters & Brothers:

It is hard to believe that the end of the school year is just weeks away. Time just slips away.

As you are all well aware OSSTF teachers in Durham, Sudbury and Peel are on the picket lines, and now ETFO has commenced job action in the form of work to rule.

Our office is in contact with OSSTF and ETFO in Durham to not only show our support for our sisters and brothers but to also have up to the minute information that would affect CUPE members. We are also working closely with the administration at DDSB to resolve any issues that affect our members. I would like to thank the Secondary Educational Assistants at the DDSB that were redeployed to elementary school locations for their patience and understanding. We again have worked closely with the administration at DDSB to resolve redeployment issues that had a profound impact on some of our members. It will not be business as usual but we are all working together to make it as painless as possible.

During the strike, I would like to remind CUPE members of the protocol to follow:

- You're expected to report to work and respect our sisters and brothers in their job action. You can do this by joining your colleagues on the picket line before and after work.
- You do NOT perform any duties normally performed by teachers. We have communicated this to the DDSB and they are respectful of our position.
- If you feel unsafe crossing a picket line, call your supervisor to report this.

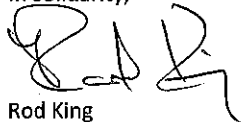
The Board has an obligation to provide you with a safe work environment. If you have concerns contact the Chairperson of your unit or the CUPE office.

As this is the last Newsletter before summer holidays, I would like to thank you the members for your ongoing support. We have made many procedural changes at the CUPE office and as a result, labour relations are at an all time high at both boards with a number of issues being resolved and not sent to arbitration.

In closing, I would like to thank you all for what you do every day. Your dedication, commitment, and professionalism doesn't go unnoticed. I hope everyone has a safe, relaxing and healthy summer and I look forward to working with you and for you.

Our next General Membership meeting is Sunday May 24, 2015 @ 7:00pm at the CUPE office. Please plan to attend.

In Solidarity,



Rod King  
President, CUPE Local 218

## Vice Presidents Message

May 2015

It's hard to believe that the long cold winter is finally over, and the May 24<sup>th</sup> weekend is fast approaching. Then summer.....yes!!!! Please note: The union office is open during the summer. We do shut down on the Fridays, like both employers, and we do take holidays, but generally there will be someone in the office to take calls, and deal with concerns. Both the president and I, and others are as close as an email, and/or a phone call.

In my half-time position as Disability Rep. I will be taking on a more active role with the members of the Catholic Board, in addition to the work I do for the Public Board. I am really looking forward to getting to know more of the membership. While both Boards have their own way of doing things, much of the process is similar, but I'm sure I will be on a learning curve for awhile. Change is always good.

All bargaining units from both boards are ready to go the negotiating table with bargaining proposals. We have been directed to wait until the OSBCC gives us the go-ahead to commence bargaining. At this point in time we don't anticipate that happening until the fall, due to the hearings at the Labour Board. Until the Central Table issues have been determined we can't bargain at the local level. Stay tuned to the website. Any updates will be put on the website as soon as we receive them.

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

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

If you are a public board member you need to be aware that the benefit holiday is ending. You will notice an increase to your deductions on your paystubs, if you subscribe to the Medi-dent plan. In the newsletter you will find how/when the benefits will be deducted. There will be a chart describing how this is going to happen to each different classification of employees.

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

In Solidarity,

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

# "UPDATE"

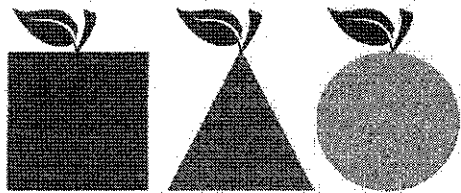
## BENEFIT HOLIDAY IS ENDING!

The benefits premium holiday, which was in effect for all CUPE Public Board staff for a one year period, is finishing in the near future. 12-month staff will resume regular benefits deductions on their last pay period in June.

Educational Assistants have LTD deductions May 7 and May 21 pays and LTD plus medi-dent (if applicable) deductions from their June 4 and June 18 pays. This will cover LTD for June, July, August and September and medi-dent for August and September.

10-month Clerical will have a double LTD deduction on the May 21 pay to cover June and July and LTD plus medi-dent (if applicable) from their June 4 and June 18 pays. This will cover LTD for June, July, August and September and medi-dent for August and September.

10-month Custodial (Cafeteria Staff) will have a double LTD deduction on the May 28 pay to cover June and July and LTD plus medi-dent (if applicable) from their June 11 and June 25 pays. This will cover LTD for June, July, August and September and medi-dent for August and September.



**OSBCC BARGAINING UPDATE 2014/2015**

# MAKING SCHOOLS WORK

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## Upcoming dates:

**April 30<sup>th</sup>** – Management team and province's briefs submitted to OLRB

**June 8<sup>th</sup>, 10<sup>th</sup>, and 23<sup>rd</sup>** – Hearing dates at OLRB

**November 23<sup>rd</sup>, 2015** – Charter challenge (with other unions) on Bill 115

**April 20, 2015**

## OSSTF strikes

As you know, OSSTF teachers in Durham are on strike as of Monday, April 20<sup>th</sup>. Six other boards around the province have been targeted, and strikes may commence in those boards in the days to come. The next publicly announced strike deadline is Rainbow District School Board (Sudbury), for April 27<sup>th</sup>. No deadlines have yet been released for Lakehead (Thunder Bay), Halton, Peel, Ottawa-Carleton, or Waterloo boards.

CUPE has been meeting with the leadership of OSSTF in the last week about their plans for job action. Please note: so far the OSSTF strikes are all related to local bargaining, and not their provincial table.

We have asked that all CUPE local presidents in the targeted OSSTF boards meet with the local OSSTF presidents to discuss what kind of support we can lend to their strikes. It is absolutely crucial that we show great solidarity with the teachers in their job actions. This will send a clear message to our employers and the provincial government. As we all know, solidarity breeds solidarity, and it also helps win strikes.

CUPE has written to Premier Kathleen Wynne to ask for a no-reprisals agreement for CUPE members who do not cross picket lines. An agreement like this was reached between CUPE and the government in the BC teachers' strike last year. We do not yet have a reply to our letter.

In the event we do not secure a no-reprisals agreement, members are expected to report to work even if the school is closed. OSSTF represents the office clerical staff at the Rainbow School Board, and they've told us they will inform their clerical members to report to work even if the schools are closed.

Generally in strike situations picket line protocols are established. We ask all CUPE members to respect any protocols OSSTF establishes. For example, if the picket line protocol dictates that people will experience a three minute delay before being permitted to cross, please stand in line and wait the full three minutes. If you are driving, wait patiently (one person to a car) even if other motorists are impatient. Holding up traffic and creating chaos is a way of assisting the strikers.

If you are driving, place a sign in your window showing support for the job action (e.g. "CUPE supports OSSTF job action)." Spend some time walking the line with teachers on the way in or on the way out of work.

If for any reason you feel unsafe in crossing the picket line, you have a right to refuse unsafe work. You should go to a safe location and call your supervisor, and report that you feel unsafe. You may be assigned to a different work location.

If your employer indicates that CUPE members are not to report to work, insist that they are paid, and remember that layoffs can only be accomplished through the layoff provisions in your collective agreements, so please enforce those.

Should an individual or CUPE bargaining unit determine that they will be honouring OSSTF picket lines by joining them, they will have full access to the strike fund as per CUPE National's Strike Fund Regulations. The Strike Fund Regulations are available on the CUPE National website ([www.cupe.ca](http://www.cupe.ca)), and say that strike pay can be accessed on the 10<sup>th</sup> day of picketing or other strike duties. Strike pay shall be \$60/day to a maximum of \$300 per week for at least 20 hours of picketing per calendar week.

We will continue to keep local leaders up to date and ask that you please keep your members informed on what is happening.

## **Other tables**

We understand that ETFO has also requested a no-board report, and that it will be issued sometime this week. This will trigger a legal strike position for them in early to mid-May.

OECTA has left the provincial bargaining table and has indicated to the management team that they will not return until after they have taken their provincial strike vote on April 23<sup>rd</sup>.

## **Reminder regarding OLRB dispute resolution process**

CUPE has filed its final submission to the Ontario Labour Relations Board (OLRB) to settle our list of items to be bargained at the central table. The management team will respond by the end of April, and our hearing dates are set for June 8<sup>th</sup>, 10<sup>th</sup> and 23<sup>rd</sup>.

As we mentioned in our last bulletin, until we have a final determination of what items we are bargaining at the provincial table, neither we nor the employer can file for conciliation, nor can they ask for a no-board. To be clear: this means we cannot be in a legal strike or lockout position until the list of central items is determined.

We also remind you that this is not a time for us to slow down in our mobilizing, but rather a key opportunity to get our strike committees up and running. We are bringing the OSBCC committee members and alternates together this week to develop a mobilization strategy. We need to keep our members engaged and in the public eye over the rest of the school year in preparation for the fall.

We also need to hold trustees and the government to account for their continued refusal to address our issues at the provincial bargaining table, and to deal with the shortfall in funding in a visible way.

Remember to check for updates at [www.osbcc.ca](http://www.osbcc.ca), to "like" us on Facebook at <https://www.facebook.com/CUPEeducationworkers>, and to follow us on Twitter @osbcc .

AA:gb  
cope491

# MAY REMINDER

NOMINATIONS WILL TAKE PLACE AT THE  
SEPTEMBER 2015 GENERAL MEMBERSHIP  
MEETING

## NOMINATIONS NOMINATIONS

SERGEANT-AT-ARMS	1- MEMBER
RECORDING SECRETARY	1- MEMBER
SECRETARY TREASURER	1- MEMBER

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

# **Disability Management**

**Well here we are again another school year is wrapping up, I can't believe how time flies. As this will be our last newsletter until September, I would like to wish everyone a safe and enjoyable summer.**

**Due to Brother Rod King's role as President he will gradually be stepping away from Disability Management. Brother King is a wealth of knowledge around Disability Management and will continue to share his expertise when needed.**

**Sister Moore will be taking over the Catholic Boards Disability Management cases, as well she will continue with the Public Boards disability cases.**

**I would like to take this opportunity to welcome Lori Richards to her new role as half time Disability Management Rep.**

**Please bare with us as we transition through this process.**

**If you are called to a meeting regarding WSIB or Disability Management please contact the Union to notify your 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. 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**

Your Disability Management Rep will be more than happy to assist you through the WSIB/Disability Management process.

### **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. 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 **Medical Certificate/ F.A.F ( Functional Abilities Form)**. These medical forms are to assist workers in an early and safe return to work. Doctors are only to provide information regarding the 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** ( limitations, restrictions and or symptoms supporting why you have to be off)

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### **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 : [cupe218@hotmail.com](mailto:cupe218@hotmail.com)

In Solidarity,

Jamie Spencer, WSIB/LTD Co-ordinator

## *Health and Safety for Educational Assistants*

The weather has warmed up and I know many Educational Assistants prefer To wear sandals. This is a reminder that the recommended footwear for Educational Assistants is to choose footwear that is "tailored to the task".

### Indoors—Appropriate Footwear

- Totally enclosed, flat or low heeled, Slip-resistant or non-slip soles.

### Outdoors—Appropriate Footwear

- Flat shoes or boots when surfaces are dry. Treaded non-slip soles when Surfaces are uneven or wet.

The EAs Go to Guide for Health and Safety is an excellent resource and All EAs should be familiar with the guide. It can be found online in the Staff portal, Health and Safety. Take some time to review it as it is Updated regularly.

Under no circumstances should a student be physically moved by staff to a calming room. In cases where a student is emotionally escalated or out Of control, first remove others from the immediate area and then wait For the student to calm down enough to take direction from staff. This Is in the EA Go to Guide for Health and Safety, under calming rooms.

If I have assisted you with any situations this year dealing with a Violent student, please send me an email to let me know how things are going.

Remember -- Safety is a responsibility shared by all of us.

Kelly Gainer

kgainer@cupe218.ca EA Health and Safety rep.

## *Health and Safety Custodial Maintenance*

With the summer fast approaching I would like to take this time to remind everyone of a few guidelines, procedures and responsibilities the we all have as we continue to work away during the summer months making the facilities Clean ,Healthy and Safe for all staff and students.

First the Extreme weather guideline and the signs and symptoms of heat related illnesses this document can be found on the Board portal if not already posted to your Health and Safety board in your office. Hopefully the weather will stay on the cooler side for working purposes but seeing how we have already had a couple days again please make yourself aware .and the that the Board will continue to supply us with bottled water .

2<sup>nd</sup> I would request that you all make yourself aware of the proper lifting techniques and equipment to be used especially at this time of year with all the furniture moves and to always do these jobs as safely as possible and with help . Refer to the memos sent out by facilities services and health and safety department of the board around weight of objects. Try to work in pairs as best possible by scheduling tasks when there are two workers in the building and if not possible request help through your supervisor.

Be sure to follow proper procedure while working above your head dusting lights and high objects as it is the law.

I would also like you to make sure that you use the "Portable Ground Fault Circuit Interrupter" on your machines this device makes all safe from electrical shock.

Lastly if you have contractors in your building again make sure the proper safety procedures are used by yourself, staff and them. It is also are responsibility to ensure they work safe and if you see it you need to remind them or report to your supervisor.

I would like to wish everyone a "SAFE" and happy summer and hope that you all get to enjoy our Fridays and vacation with family and friends

BE SAFE Dan.

Contact me if any questions e-mail [dmills@cupe218.ca](mailto:dmills@cupe218.ca)

Phone 289-356-6696 or 905- 449-1240 Leave a message.

# Stop the sale of Hydro One Don't be left out in the dark Get all the facts

**Public Meeting in Oshawa**  
**Tue May 19, 6:30 pm**  
**Jubilee Pavillion, Lakeview Park**

Premier Wynne is making a short-sighted decision to sell Hydro One, but it belongs to all of us and it's not hers to sell.

Join **CUPE Ontario's secretary-treasurer Candace Rennick** and other CUPE members at **Public Hydro Coalition of Oshawa's** public meeting on hydro privatization.

Find out why your Hydro bill has gone up over 10 times the rate of inflation. Bring your Hydro bill and your questions to the Town Hall meeting.

To find out more about CUPE Ontario's campaign to stop hydro privatization, visit

**[cupe.on.ca](http://cupe.on.ca)**

Hosted by **Public Hydro Coalition of Oshawa**  
Refreshments will be available.  
Event organizer: Gord Vickers - 905 432 1269.





## **CUPE Local 218 - Public Board - Continuing Education**

Dear Brothers and Sisters,

In our last committee meeting, Silvia, Jane and I realized from the comments and questions that we have been receiving that it is a great time to review what we do as a committee, where we stand in bargaining and how we can help you.

***Do we have a collective agreement?*** Yes, we have a collective agreement. It was signed on July 16, 2014. There are copies on some staff room bulletin boards and online for you to download on both the DDSB and CUPE218 websites. The collective agreement expired August 31, 2014, the same day all other collective agreements from the school board expired.

***When will we have a new collective agreement?*** Bargaining for a new collective agreement consists of two parts, ***central bargaining*** with the province (for items such as pay, sick days etc.) and ***local bargaining*** with the DDSB (for items such as annual job interviews).

***Central bargaining*** will be done for us by Ontario School Board Coordinating Committee (OSBCC). Silvia, Jane and I are invited to attend the OSBCC conference every year. We value this conference as it is a great opportunity to meet with other instructors and workers from across the province.

***Local bargaining*** is conducted by our CUPE national representative, our CUPE 218 president, Silvia, Jane and me.

***Where are we in the process?*** The OSBCC and the province are not in agreement. There are items that the OSBCC would like to bargain for us but the province does not want to discuss these topics. As a result the OSBCC has gone to the Ontario Labour Relations Board (OLRB) to make an independent decision on what will be discussed at the central table.

***What will be in our next collective agreement?*** We are ready to bargain! We have prepared a proposal package and have reviewed it with our president, vice president and national representative. Just over a year ago we asked you for items that you would like in the collective agreement and you responded with suggestions. We prepared a proposal and invited you all to view the package. Last spring we had the largest contingent of our members attend a meeting where the proposal package was reviewed.

***Are we in a strike position?*** No. Currently, we are waiting for the OSBCC to meet with the OLRB. They have been given several dates ending June 23. It will take the OLRB up to 10 weeks to make a decision; then central bargaining can resume. If those talks break down, it would then take 17 days to be in a strike position, which would not be until mid-October. We have not begun local bargaining.

***Can we discuss any issues with our employer while we wait for our next collective agreement?*** Yes. Labour Management meetings are an opportunity for us to meet with the DDSB.

***What is a Labour Management Meeting?*** Our Continuing Education committee meets with Cathy Miller, Paul Brown, Sharon Jones and Julie Barton. A member of the CUPE executive committee is welcome and usually joins us. We meet every few months to discuss any topic that has been brought to us by you, our members. Currently, we are making slow and steady progress ensuring that every member who was not paid for sick time they used since we unionized, gets paid.

***What have we gained since unionizing?*** There have been many gains since unionizing: a pension plan, eleven sick days, 60 days of short term disability and the right to file a grievance are just a few.

I hope this answers a few questions you might have, but as always, feel free to contact us.

CUPE is pleased to announce its annual scholarship. If you have a child currently enrolled in a post-secondary institution, please see the details in this newsletter. Last year one of our CON ED members won a \$1000.00 scholarship for her child.

In solidarity,  
Maureen O'Reilly  
Bargaining Chair

You are invited to all General Membership Meetings.  
The next and final meeting before the summer break is  
Sunday, May 24<sup>th</sup> 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](mailto:moreilly@cupe218.ca)

Silvia D'Amato  
[sdamato@cupe218.ca](mailto:sdamato@cupe218.ca)

Jane Batterink  
[jbatterink@cupe218.ca](mailto:jbatterink@cupe218.ca)

CUSTODIAL & MAINTENANCE UNIT  
PUBLIC BOARD  
MAY 2015

Dear Sisters & Brothers:

MAY is here and it brings the summer like weather which is welcomed by all I'm sure.

I have just a couple of things to touch on this Month:

1) Every CUPE Member employed with the Durham District School Board has an obligation to report for work as usual even if your school or work site is being picketed, as long as it is possible for you to enter the work site without danger to your person or property. If your are prevented from entering the work site or feel unsafe crossing the picket line, notify your Supervisor.

2) A Grievance was filed for inappropriate discipline.

I would like to take this opportunity to wish Ron Simpson a safe and happy retirement. Ron was a Electrician for the Board and made his retirement official April 30, 2015.

I would also like to congratulate Ken Wilkins on being successful in becoming our new Sargent-at-Arms and Thank Lori Richards for her pass service in this position.

Please remember to report any slips, trips or falls to your Supervisor and to the CUPE office and with the weather getting warm please don't forget to keep yourself hydrated.

Yours in Solidarity: Dennis Gibbs Chairperson

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

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

Next General Membership Meeting May 24/2015 7:00 pm at CUPE  
LOCAL 218 Union Hall 2080 Wentworth st. Ont. L1N8W9



# OFFICE/CLERICAL/TECHNICAL - PUBLIC BOARD

MAY 2015

It seems spring has finally sprung! Hope you're all getting outside and soaking up the much needed vitamin D that we miss during the winter. Summer will be here before you know it.

## SECONDARY O.C.T.

We have been receiving many calls and e-mails from secondary O.C.T. members worried about layoffs. Our bargaining committee had a Labour/Management meeting on April 30 and we asked management if there were any plans for layoffs. At that time, there were none. We do have an article in our Collective Agreement that addresses this.

### Article 11.04

"In all situations involving lay-offs of members of the bargaining unit, the Board will discuss the circumstances related to the lay-off with the Union at a meeting of the Labour/Management Committee. In such circumstances, the consultation at the Labour/Management Committee shall take place not less than thirty (30) calendar days in advance of the proposed effective date of the lay-off."

While Management couldn't guarantee no lay-offs at this point, they will have to give 30 days notice if they plan to lay off in the future.

There have also been some concerns around commencements and proms. I have heard from some secretaries saying principals are asking for them to help supervise with these occasions. As explained in our previous newsletter, we are not to be supervising students (Letter of Understanding re Supervision - pg. 59 of Collective Agreement). I have been informed that elementary administrators of the feeder schools have been asked to help with the supervision at these events. This doesn't mean that you can't attend if you have previously or perform the tasks that you would normally do. In other words, just continue as you have in the past.

cont'd...2

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

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

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

Antony Nembhard  
Ed Centre  
[anembhard@cupe218.ca](mailto:anembhard@cupe218.ca)

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

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.

...cont'd

#### Article 17.04

"In the case of employees in school offices, attendance at "Annual Commencements" and "Parents' Nights" will be considered as overtime. "

## ELEMENTARY SECRETARY UPDATE

In the last newsletter, it was stated that our Job Evaluation for group 11 Elementary School Secretaries was going to arbitration. As per SCHEDULE "D" PART B

#### "4. Arbitration Process

4.01 If agreement cannot be reached by the Evaluation Committee, the matter shall be referred to a single Arbitrator, selected from a list of mutually agreed upon arbitrators."

The union has agreed to a different approach to resolving this by meeting with management as in Step 2 of the grievance procedure. The meeting is tentatively set for September 15. While this may seem to be in the very distant future, please be patient. We want to ensure we've exhausted all efforts to work this out with the employer before taking it to arbitration. If we must go to arbitration, it could take a very long time before our case is heard. Hopefully, it won't come to that and we'll be able to resolve this sooner.

## CONTRACT TALKS

As stated in our last newsletter, we are awaiting our hearing at the Ontario Labour Relations Board, at the end of June, before we can begin negotiations. Since there won't be any newsletters over the summer, please be sure to check our website for any new information. The website will be kept up to date with any developments.

## GENERAL MEMBERSHIP MEETING

It was nice to see some additional O.C.T. members at our General Membership Meeting in April. Many of the questions that you may have, others may have too. This is a good way for us to share information with you and for you to share your concerns. You can also find out what's going on with the other units in our local and what our local is doing. We can help address some of the rumours and give you facts about any issues pertaining to our union. We also take votes for things that you can have input into. There are educational opportunities for all of us. At the end of our meetings, we have draws for \$25 gift cards – you could be a winner. If you want to know more, I encourage you to come out to the next

### **General Membership Meeting on Sunday, May 24, 2015@ 7:00 p.m..**

This will be the final meeting for this school year. Hope to see you there!

Cathie Rousseau  
Chairperson, O.C.T.

# **Durham Catholic Custodial/Maintenance**

**May weather is turning out nice and one month closer to the summer holidays.**

**We would like to congratulate Ken Wilkins on being elected as Sergeant at arms; you're a welcomed addition to the executive.**

**At this point we have 16 grievances outstanding.**

**Postings are now being rolled out with a new process. Please be sure to read the postings as the bid forms will now only be accepted by email.**

**Good luck to all who apply for these positions.**

**Boot and uniform vouchers have also been sent out. Please order your boots and uniforms by June 30 since no extensions will be provided to those that missed the deadline date.**

**If you have not yet sent your contact info to the Union office on the forms that were sent to your work location, please do so ASAP. Please fill the forms completely with all required info.**

**We have had calls and emails regarding permit overtime and pickup of work from being shorthanded on Fridays. We have 3 policy grievances filed for this situation and have placed in abeyance to be dealt with in bargaining.**

**We would also like to remind our members that if you are booking overtime, be sure to stay for the full time. Be sure that your overtime form matches the security printout and leaving even 5 minutes early may become an issue.**

**As always, if you have any questions, comments or concerns, please call or email one of your reps listed below.**

**As is our last newsletter for this school year, we wish everyone a safe and enjoyable summer.**

**In Solidarity,**

**Brian Burd Chairperson [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)**

**Dave Slater [dslater@cupe218.ca](mailto:dslater@cupe218.ca)**

CUPE Local 218

Catholic Board Educational Assistants



Dear Members,

**Bargaining:**

We are currently waiting for a decision from the Ontario Labour Relations Board regarding a complaint filed by the OSBCC. The Government and CUPE have not come to an agreement about "what" will be negotiated at the Central Table. Since the summer is fast approaching, we will likely not be bargaining or taking any action until at least September.

**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.

**Postings:**

The postings for the 2015-2016 school year should be coming out early to mid-June.

Please contact us with any questions.

With regards,

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

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

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

## SECRETARIAL/CLERICAL/TECHNICAL STAFF

### CATHOLIC BOARD

May 2015

Well it's hard to believe this is the last Newsletter of the school year 2014/15. How time has just gone by so fast. Schools are going to get even busier with graduations and the entire end of the year school activities.

As all of you know, and seen the High School Teachers at the Public Board are still out on strike and Elementary started work to rule Monday, May 11<sup>th</sup>. And yes, there contract was up the same time as our contracts. On that note, I'm just putting out the word to watch you're spending over the warm summer months to come.

The Union will be having meetings regarding redundancies due to budget cuts and the declining enrollment of students. As I would believe by now everyone has heard of some non-Union jobs already being cut within the Board due to budget issues.

At this point there are still no dates set for local bargaining with our Board as the Provincial Bargaining Committee is still at the Government level. We will keep you the membership up to date, and please keep checking the Union website as well.

If you have still not signed up with CUPE to have the newsletters, information updates and meetings set out to you electronically to your **personal email address**, please do so **ASAP**.

The website is [www.cupe218.ca](http://www.cupe218.ca)

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

If anyone is interested in putting their name forward to be on a Mobilization Committee within the SCT Unit, please contact myself and we can talk. There are

members coming forward from all other Units to be part of this committee and the SCT Unit still has NO names put forward to sit on this committee. This is your Union and you as a member you should want to be interested as to the important times we are all in right now.

Your committee had a Labour Management meeting with the H.R. Department which was held on May 6<sup>th</sup>.

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

Hope to see you at the last General Membership meeting for this school year on Sunday, May 24, 2015 at 7:00 p.m. at the CUPE Office located at 2080 Wentworth Street, Whitby.



Yours in Solidarity,

Karen Ulrich, Chairperson                      email- [k.ulrich@cupe218.ca](mailto:k.ulrich@cupe218.ca)

Mike Morris, Bargaining Committee   email- [m.morris@cupe218.ca](mailto:m.morris@cupe218.ca)

Nikki Spiers, Bargaining Committee   email- [n.spiers@cupe218.ca](mailto:n.spiers@cupe218.ca)

Enjoy the summer months with Family and Friends everyone!!

**CUPE LOCAL 218  
MILLENNIUM SCHOLARSHIP  
& THE LEN BYRNE MEMORIAL SCHOLARSHIP**

Local 218 is pleased to call for Applications for its Annual Millennium & Memorial Draw of five scholarships worth \$1,000.00 each to be presented to a dependent child of an active dues paying member of CUPE Local 218.

The criteria for selection of the scholarship winners are:

1. The Scholarship recipient must be entering in September at least the second years of a of a "full time" course from an accredited publicly recognized post secondary Institution.
2. Evidence of scholastic ability - a completed transcript with a minimum required 70% average will be required if declared a winner to qualify for the scholarship.
3. Applicants must be 25 years of age or younger. Proof required either a copy of Birth Certificate/Driver's Licence/Passport.
- 4/ Applications must be sent in to the CUPE Local 218 Office by SEPTEMBER 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  
&  
THE LEN BYRNE MEMORIAL SCHOLARSHIP**

**APPLICATION FORM**

**"ONE APPLICATION PER DEPENDENT"**

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**THE STUDENT**

**NAME** \_\_\_\_\_

**ADDRESS** \_\_\_\_\_  
\_\_\_\_\_

**DATE OF BIRTH** \_\_\_\_\_

(Attach proof of age)

**THE PARENT**

**NAME** \_\_\_\_\_

**ADDRESS** \_\_\_\_\_  
\_\_\_\_\_

**TELEPHONE NO.** \_\_\_\_\_

**CURRENT WORKPLACE** \_\_\_\_\_

**POSITION** \_\_\_\_\_