

CUPE / *Canadian Union
of Public Employees*

LOCAL 218

**GENERAL MEMBERSHIP
MEETING**

**7:00 P.M. SUNDAY
NOVEMBER 23, 2014**

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 NOVEMBER 2014

Dear Brothers and Sisters,

There hasn't been much news regarding any Provincial Bargaining issues. The Provincial Bargaining Team has another date with the government scheduled for November 18, 2014. We are still waiting for them to set out what are Local and what are Provincial bargaining issues before we can start bargaining locally. I will keep you informed as I hear of any updates.

It looks like we will be going forward with our Charter Challenge. As talked about previously, CUPE has started a Charter Challenge to the Supreme Court of Canada over the Ontario Government's handling of bargaining, and it's changing of the law under Bill 115 that has stripped away our Collective Bargaining rights. If successful, we will be looking to have our sick days and other provisions that were stripped out of our Collective Agreement put back in place. If we were to be successful in this Charter Challenge, it most likely would be appealed by the Ontario Government and may go on for the next few years, but we do stand a reasonable chance of winning. I will keep you posted as to how it unfolds, but as of now, it is not being heard until April 2015.

On November 12 and 13, we were in front of the OLRB (Ontario Labour Relations Board) to have a ruling made regarding our statutory freeze and layoffs from our last round of Provincial Bargaining.

Since this is our last newsletter before the Christmas break, I would like to take this opportunity to wish everyone a very safe and happy holiday season!!

Fraternally Yours,

Don Bryans
President
CUPE Local 218, 2080 Wentworth St., Whitby, Ontario
Phone: 905.571.7879 Toll Free: 1.877.571.0218
Fax No. 905.571.4102

VICE PRESIDENTS MESSAGE NOVEMBER

**VICE PRESIDENTS
MESSAGE NOVEMBER 2014**

Dear Sister and Brothers:

It's hard to believe this is our last newsletter before the Christmas break. Time waits for no one.

Our Provincial Bargaining team has had their two initial meetings with the Council of Trustee Association and the Government. Our team has made some progress but there are still issues between the parties. For example, the Government predetermined the location and dates of bargaining without consulting CUPE. They are providing single dates to bargain instead of consecutive dates, which is not cost effective or productive. We are looking for a commitment for consecutive dates to keep bargaining momentum going. Once these issues have been worked out, they will start to discuss what will be dealt with at the central table. As things progress we will continue to keep you updated.

On November 13, 2014, the Catholic Board will be challenging the redundancies at the Ontario Labour Relations Board. We will be dealing with preliminary issues. The employer's side more than likely will be bringing up issues of jurisdiction and that this issues should be arbitrated and not be before the OLRB. Again, we will keep you up dated as this process unfolds.

As always, if you sustain a workplace accident or injury please contact the CUPE office and one of our disability management team members will assist you.

Our next and final General Membership Meeting for 2014 will be Sunday November 23 at 7:00 pm.

Seeing as this is our last newsletter before Christmas I would like to thank all of our members for their support over the past year and I wish you and your families a safe, healthy, happy holiday, Merry Christmas and all the best in 2015.

In Solidarity,



Rod King
Vice President, CUPE Local 218
Disability Management Consultant

From: Catherine J Miller/Administration/DDSB
To: David Barrowclough/Teacher/DDSB@DBE, Gerard O'Neill/Teacher/DDSB@DBE, Rayna Barrese/Administration/DDSB@DBE, George Taylor/Administration/DDSB@DBE, Avril Burns/Administration/DDSB@DBE, Maureen O'Reilly/Administration/DDSB@DBE, Cathryn Rousseau/Administration/DDSB@DBE, Marion Moore/Administration/DDSB@DBE, Lori Cross/Administration/DDSB@DBE, Don Bryans <dbryans@cupe218.ca>, "CUPE_Local218@durham.edu.on.ca"

Date: Tuesday, November 11, 2014 03:41PM

Subject: paperless paystubs

Good afternoon. I am sharing this for your information. This email is going out to staff late tomorrow afternoon. Please let me know if you have any questions.
Cathy

This email is being sent to all staff but is relevant only to the employee groups listed below.

Good afternoon

As we continue to implement our Employee Self Serve Portal we are pleased to advise that we will no longer be issuing a "paper" paystub for all employee groups. The exception to this is lunchroom supervisors, who will continue to receive a paper paystub into the foreseeable future. Below is a list of the effective pay date that you will not receive a paper paystub.

Staff can go to the Staff Portal and launch Employee Self Serve (ESS) either as a Quick Link or the button on the left side menu. Upon log on to ESS, click on Employee Services, click on Personal, click on Pay-Stub. You can view the current stub or can view history by changing the date in the upper right hand corner of the screen. You may optionally select to print a copy by clicking on the printer icon also in the top right corner on the screen. The url link below provides instructions on how to log onto Staff Portal and ESS

[LINK TO ESS](#)

Permanent elementary and secondary teachers December 11, 2014

Permanent Designated Early Childhood Educators December 11, 2014

Continuing Education December 11, 2014

Occasional elementary teachers January 2, 2015

Permanent Custodial/Maintenance January 8, 2015

Casual non-teaching staff January 8, 2015

Occasional secondary teachers January 9, 2015

Permanent Clerical January 15, 2015

Permanent Educational Assistants January 15, 2015

ER Services

**OMERS PRE-RETIREMENT SEMINAR
FOR DURHAM DISTRICT SCHOOL BOARD OMERS MEMBERS**

PLANNING YOUR RETIREMENT

Most of us spend more time planning our vacation than we do our retirement, yet retirement is 1/4 to 1/3 of our life! This seminar is designed for employees (and their spouse/partner) who are interested in planning for this important stage in their life.

Topics of discussion will include:

- ⇒ Understanding Your Pension Plan
- ⇒ Canada Pension and Old Age Pension
 - ⇒ Inflation Protection
 - ⇒ Survivor Benefits
 - ⇒ AVC Option

DATE: Thursday, November 27, 2014

TIME: 5:30 p.m. - 7:30 p.m.

PLACE: Education Centre, Room 2007, 2nd floor

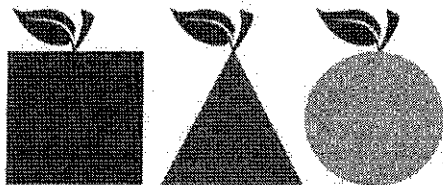
SPEAKER: Martin Diokno, Communications Officer – OMERS

**NOTE: REGISTRATION IS INITIALLY FOR THOSE
EMPLOYEES OVER THE AGE 50**

**TO REGISTER PLEASE VISIT PD PLACE – IN SERVICE ID: 18762
REGISTRATION WILL BE OPEN UNTIL NOVEMBER 20, 2014**

If you have any problems with your PD Place registration or if you are bringing your spouse/partner please contact:

Mona Bourden, Employee Services Department
mona_bourden@durham.edu.on.ca
(905) 666-6912



OSBCC BARGAINING UPDATE 2014

**MAKING
SCHOOLS
WORK**

6

Upcoming dates:

November 13th –
First hearing date at OLRB
on statutory freeze and
layoffs

November 18th –
Bargaining Date

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

Week of April 13th, 2015 –
Charter challenge (with other
unions) on Bill 115

November 7th, 2014

Bargaining update

We have another bargaining date scheduled with the management team, for November 18th. We have not yet completed the discussion on the terms of reference for bargaining, but we are close. We will go straight into talks about what is bargained centrally vs locally as soon as we are done with the terms of reference. We are also placing a priority on scheduling more dates, in groups of consecutive days.

Consultation with Ministry of Education

Terri Preston, Jim Morrison, Monique Drapeau and Paul O'Donnell recently met with the Ministry of Education to provide our input on grants for student needs.

Mobilizing Members

A number of locals have already participated in strike averting and strike preparation workshops. Upcoming workshops are scheduled in the weeks to come including:

Area 5 (Nov. 19)
Area 10 (Nov. 29 and Dec. 6)
Area 12 (Nov. 15, 16 and 29 and Dec. 13)
Area 13 (Dec. 6)

Our success at the table is directly related to our ability to mobilize members on short notice – if your local has not yet scheduled a strike prep workshop, please be in touch with Elena DiNardo asap:
elena.cupe2331@live.ca

Welcoming newly elected trustees

A number of you are holding meetings with newly elected trustees. In the next couple of weeks we will be sending you a template welcome letter and a short flyer describing our work, which you may choose to use as you hold these meetings.

Trustee elections

A number of trustees we supported in the recent municipal elections were elected. Congratulations and heartfelt thanks to all those who worked on campaigns.

These include:

Upper Grand District School Board

Linda Busuttill

Hamilton-Wentworth District School Board

Larry Pattison, Ray Mulholland, Todd White, Wes Hicks, Alex Johnson, Penny Deathe

Halton Catholic District School Board

Jane Michael, Marc Rowe, Diane Rabenda, Anthony Danko, Anthony Quinn, Paul Marais

Keewatin-Patricia District School Board

Jennifer Kitowski

District School Board of Niagara

Dr. Jennifer Ajandi

Niagara Catholic District School Board

Frank Fera, Father Paul McNeil

Peel District School Board

Suzanne Nurse, Stan Cameron, Sue Lawton, Robert Crocker

Algoma District School Board

Sandra Edwards

Toronto District School Board

Chris Glover, Howard Caplan, Robin Pilkey, Jennifer Arp, Marit Styles, Ausma Malik, Alexander Brown, Prathi Kandavel, David Smith, Manna Wong, Shaun Chen

Toronto Catholic District School Board

Maria Rizzo, Jo-Ann Davis

Lakehead District School Board

Ellen Chambers, Jack Playford, George Saarinen

Waterloo Region District School Board

Ted Martin, Kathi Smith, Carol Millar, Kathleen Woodcock, Scott McMillan

Greater Essex County District School Board

Gale Simko-Hatfield, Julia Burgess

York Catholic District School Board

Elizabeth Crowe, Marlene Mogado, Ann Strong

AA:dg
cope491

HEALTH AND SAFETY

EAs dealing with violent incidents

There is an increase of violent incidents reported this year. It is important that all violent incidents are reported to your admin and that the paperwork gets done. If you don't report it, it never happened. Refer to the EAs Go To Guide for health and safety for information regarding reporting and Personal Protective Equipment (PPE)...to find the guide go to the DDSB Staff portal - Business/technology - occupational health and safety tab - EA's go to guide for health and safety. You can also bring a copy or refer to it when discussing reporting/or requesting PPE with your principal. Also, fill out the CUPE violent incident (yellow) form on your own time and send it to the CUPE office, attention: Marion Moore. If you are hurt, scratched or bitten you need to fill out the SAIR (also known as Parklane) form with your principal.

Request a debriefing after dealing with the violent incident. Refer to 5127 - Procedure - Management Process For Risk-Of-Injury (Ri) Behaviours - located in the DDSB staff portal, policies and procedures - type in 5127. This procedure is available for all staff to read and it includes a checklist for debriefing. All EAs should take the time to review procedure 5127 and the EAs Go To Guide for Health and Safety and become familiar with them.

Custodial/Maintenance

Working at heights training to start November 14 the at old Donevan site. It will run from 7:30- 2:30 and is mandatory. 20 staff per session. All members should also remember to be inspecting their ladders before use and that anything over 3 meters(6 ft.) should have two people and always maintain that 3 point contact. If you have concerns around this due to having repair items and the tools required, then request a tool belt be purchased. With regards to roofs and access, the board is being very proactive with repairs and upgrades. If there are any issues then input a work order right away. Remember to stay at least 6 feet away from edges, a ball isn't that important.

Remember now that we are only to be removing soft metal type locks from lockers most commonly these are Dudley brand. Any other please issue work order so that they can be remove in a safer manner.

Lastly with the winter fast approaching I recommend that you take a walk around to notice uneven pavement and log it so that you can remember its location. Thus hopefully not to get hurt or injured removing snow. Also please remember your safe operation of snow blowers.

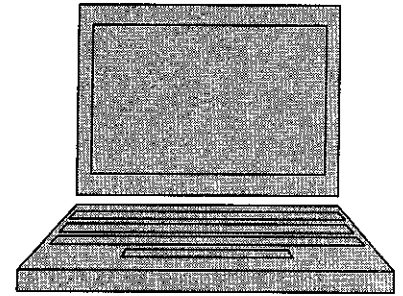
BE SAFE! Ever any questions or concerns contact your rep.

Any safety concerns or questions contact your rep.

Dan Mills Cust./Maint dmills@Cupe218.ca

Kelly Gainer EA gainer.kelly@Cupe218.ca

Raquel Hunter OCT rhunter@Cupe218.ca



Durham Catholic Custodial/Maintenance

Mid November already and only about 5 weeks until holidays. The year has passed by quickly. This will be the last newsletter for the year; we hope everyone has a safe and enjoyable holiday.

A few items to report this month.

We would like to remind everyone of the Elections Saturday November 15, 10 AM sharp at Donald A Wilson. Please plan to attend; elections are an important part of the process and important to your future as well as the Unions.

At this time we have 11 outstanding grievances regarding redundancies and bumping as a result of these redundancies. Cupe Provincial is working on the redundancy issue in conjunction with the local and we hope to have an answer on these issues in the near future.

We have settled the IVP bulb replacement grievance on a trial basis; the board will update all Custodial staff on the new agreement. We will be replacing bulbs in the short throw units but not the pole mounted, as well as IVP's inaccessible with a 6 foot ladder. Please don't hesitate to call your SQS or Cupe rep if you have any questions regarding the new procedures and temp agreement.

In Solidarity

Brian Burd, Chairperson bburd@cupe218.ca

Natalie Melich

Sean Hebert

Bill Checkett

CUPE LOCAL 218

Durham Catholic Educational Assistants

November 2014

Dear Members:

Hard to believe that we are gearing up for another Christmas holiday when it just feels like summer ended. The weather has been really warm so haven't felt the Christmas spirit yet but it's coming.

We realize that our contracts expired August 31, 2014 but are waiting patiently on the Provincial bargaining results so that we can get started with local bargaining. We will let you know as soon as we hear back from the OSSLT Bargaining Committee.

Thank you to those of you that are filling out incidence reports and please continue to do so. They are a big help when we sit at AD HOC as this is where we receive the information pertaining to these incidences and where we discuss the Board's efforts to resolve them.

Please don't forget to get out and exercise your right to vote for our Executive Committee. Voting will take place on Saturday, November 15th at 10 am sharp! Don't be late because the doors are locked while voting takes place. The location for this is at Don A. Wilson Highschool at 681 Rossland Road West, Whitby, Ontario.

If for any reason you have an accident or incident where a WSIB claim is filled out don't forget to let us know at the Cupe 218 office. We have WSIB representatives that assist our members in dealing with the WSIB adjudicators, and can help guide you through this process.

Here is hoping this letter finds you all happy and healthy and our prayers and thoughts go out to all of you who may be sick or have a sick loved one!

Yours in solidarity!

Maureen MacInnis

Maureen Suddard

Carrie Boisvert

(905) 571-7879



A New Member for our Committee: Congratulations and a very big thank you to Jane Batterink, a LINC and ESL instructor for volunteering to fulfill the role of the third member of our bargaining committee!

Your Paystub: The DDSB is going paperless. The plan for Con Ed is to discontinue mailing the paper stubs in early December. You can view your paystubs online in the Employee Self Serve (ESS) section of the staff portal. The online version provides more detailed information. Please remember to keep copies of your timesheets and to check that your pay matches your submission of hours.

Your T4s and T4As: Your T4 is available electronically in ESS but be aware that although this could be convenient for some, once you click the "I CONSENT" button, your T4s will be available online as your only method in the future. It will be your responsibility to print your T4 yourself. As a CON ED employee who may have numerous contracts in any year, if your contract is not valid when you need to print your T4 you may not have access to the staff portal therefore you may need to contact the Board directly.

Sick Day Payout: At our Labour Management meeting we were very eager to come to a full resolution in the matter of the outstanding sick days for our four remaining members.

We brought copies of the time sheets and the pay stubs to prove that in fact, the members had not been paid. On October 28th the board said they would take it back to payroll again to review.

Next Labour Management Meeting: Please feel free to bring any concerns you would like addressed at our next meeting to our attention. Our next LMM will be held January 27, 2015.

Did you receive a copy of this newsletter in your inbox? If not, please register at CUPE218.CA

If you have registered but are still not receiving, please contact the CUPE office at 905-571-7879.

Want to be more involved? You are invited to the General Membership Meetings
at the CUPE hall at 7:00 p.m.

- SUNDAY NOVEMBER 23, 2014
- SUNDAY JANUARY 25, 2015
- SUNDAY FEBRUARY 22, 2015
- SUNDAY MARCH 26, 2015
- SUNDAY APRIL 26, 2015
- SUNDAY MAY 24, 2015

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



CUSTODIAL MAINTENANCE

PUBLIC BOARD

Dear Brothers and Sisters

It is changing times for our local with elections only a few short days away. I hope everyone exercises their right to vote. All candidates running for President will have speeches prior to election once voting starts the doors will be tiled so make sure you are on time for this very important vote. This all takes place Saturday November 15th at Donald A. Wilson @ 10:00 am.

This newsletter comes with mixed emotion, not only is it our last newsletter before Christmas, but is also my last newsletter as Chair of the Custodial /Maintenance committee. After sixteen years of sitting on the committee the last seven as Chair, I have decided it's time to resign from my position. I have enjoyed for the most part my time representing the members of local 218, I have met so many great people along the way and appreciate the knowledge and experiences I have had gained being involved in our union.

I would like to personally thank the committees that have worked with me over the years, it been very interesting to say the least from beginning to end. Sitting on committee's, negotiations, grievances courses, conferences, working with other union activists is an experience I will never forget.

I would also like to wish each and everyone a very Merry Christmas and a Happy New Year. Enjoy a much needed vacation and remind ourselves of all the things we have to be grateful for.

Yours in Solidarity

Lori Cross

Chair person

Committee: Dennis Gibbs, Dan Fusco, Mike Nixon, Glen Marsh

Diane Carder, Kelly Watts, Bob Montgomery, Kurt Badgley

Educational Assistants Public Board

Postings:

The posting round is almost finished. However, as EAs accept jobs at a new location, their position will be posted up to Dec. 19th, providing they are still viable positions. If you have applied for a position and are informed you weren't successful, please do ask for a formal debriefing so that you know why you weren't. Then if you feel, you had the most seniority and you wish to pursue this as a grievance, contact the union office or your area rep.

Violent Incidents:

Please keep reporting. MANY people are getting hurt (seriously hurt) and the union can't help you if we don't know about it. If you need more violent incident forms contact the union office.

Harassment in the work place is NO joke.

The DDSB's harassment policy is on the PORTAL. It is number 4245 "Workplace Harassment".

Policies and Procedures that are good bedtime reading (seriously)

Besides the Harassment policy and procedure, there are some other very interesting, work related policies, procedures that all EAs should familiarize themselves with.

- 5127 Procedure – Management Process for Risk-of-Injury Behaviours
- 6275 Procedure – Calming Rooms for Students
- 5140 Regulation – Guidelines for Administration of Prescription Oral Medication

Should you have trouble finding these contact the union office.

Please plan on attending the General Membership Meeting, Sunday, November 23rd, 2014 at the Union office, 2080 Wentworth St., East Whitby. Ontario at 7 pm.

Bargaining Reps:

Sue Wilkinson		All northern Schools (north of Hwy 7) and all Whitby Schools North of Hwy 7 and Whitby Elementary Schools swilkinson@cupe218.ca
Lori-Ann Richards		All Ajax/Pickering Schools Oshawa/Whitby/Ajax/Pickering Secondary Schools lrichards@cupe218.ca
Kelly Gainer		All Oshawa Schools gainer.kelly@cupe218.ca
Marion Moore	Ext. 315	Chairperson: office hours 7 am - 3 pm mmoore@cupe218.ca

Stewards:

Suzanne McConkey		Oshawa Elementary Schools smcconkey@cupe218.ca
Glen Morrison		Pickering/Ajax elementary schools gmorrison@cupe218.ca