

CUPE·218

DURHAM EDUCATION WORKERS

OCTOBER 2015 NEWSLETTER

MEMBERSHIP MEETING

CUPE LOCAL 218 HALL

7:00 P.M.

SUNDAY, OCTOBER 25TH, 2015

2080 WENTWORTH ST.

WHITBY, ONTARIO



CUPE



ELECTION AND NOMINATIONS

ELECTION FOR SERGEANT AT ARMS

**SATURDAY, NOVEMBER 14TH, 2015 AT 10:00AM
CUPE HALL, 2080 WENTWORTH STREET,
WHITBY, ON**

**NOMINATIONS WILL TAKE PLACE AT THE
OCTOBER 2015 GENERAL MEMBERSHIP
MEETING FOR THE FOLLOWING POSITIONS:**

TWO EA STEWARDS - PUBLIC BOARD

CUPE Hall, 2080 Wentworth Street, Whitby, ON

PRESIDENT'S MESSAGE

OCTOBER 2015

Dear Sisters and Brothers,

I hope everyone had a great Thanksgiving weekend and had time to enjoy the beautiful weather!

I would like to thank you, the members, for your support and solidarity during our Provincial Work to Rule campaign. Our team at the Central table are indicating that it is making a difference and the Province is starting to move in a positive direction. A Union is only as strong as its members, so thank you for making a difference. Local bargaining is going well, we have made progress with both Public and Catholic boards with more bargaining dates scheduled.

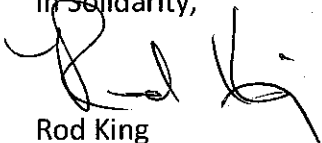
By now all members should have received a post card from our local with your own personal CUPE email address. Please ensure you log into your new account as this is vital for you to receive updates on key issues.

October will be the last month that newsletters will be sent to all employee groups at each location. A single hard copy of the newsletter will be sent to each location to be posted on the bulletin board. Our newsletter can be found on our website at www.cupe218.ca. A special thank you to Sister Wilkinson who ensures the members receive up to the minute information on our website. It is a tireless task and it takes long hours to make happen.

Congratulations to Sister Wilkinson - Secretary Treasurer and Sister Ramona-Lisa McDonald - Recording Secretary who were acclaimed for a two year term. Also to Sister Karen Ulrich for being acclaimed as Returning Officer for the upcoming election for Sergeant at Arms which will be held at the CUPE office this Saturday, November 14th, 2015 at 10:00 A.M.

Our next General Membership Meeting will be Saturday, October 25th, 7:00 P.M. at the CUPE office. Please plan to attend.

In Solidarity,



Rod King

President CUPE Local 218

2080 Wentworth Street, Whitby, ON, L1N 8W9
Phone Number: 905-571-7879 Toll Free 1-877-571-0218
Fax number: 905-571-4102
E-mail: office@cupe218.ca Website: www.cupe218.ca



VICE-PRESIDENT'S MESSAGE

OCTOBER 2015

Phase 1, Phase 2Working to rule:

Whoever said, working to rule is easy.....doesn't work in the education sector, or have a heart, or care about students.....

We in the union office share your pain of having to say no to some of the jobs that we are being asked to do, used to do, want to do.....etc. Please follow the Work to Rule instructions on the cupe218.ca website. It is important that you follow our instructions. CUPE 218 chair people have tailored our instructions to our Collective Agreements. If you have questions email the office at office@cupe218.ca, or call us at 905-571-7879.

By now, again, if you were registered with cupe218.ca you should have received a postcard with your personal password for a cupe218 email address. Please contact the office, if you did NOT receive this. We are starting to send out updates to these email accounts.

As ALWAYS, any medical you provide to your employer, please provide to the union so we can best represent you. If you aren't sure about how to fill out forms, or if you are facing a medical issue, by all means, contact the union office and ask to speak to a Disability Rep. We can help you with the forms, we can advise you on the type of details you need in medical notes, or medical certificates for the two boards.

Our next General Membership Meeting is Sunday, October 25th, 2015 at the CUPE office at 7 pm. Please plan to attend.

In Solidarity,

MARION MOORE

Vice President and

Disability Rep. for CUPE Local 218

2080 Wentworth Street, Whitby, ON, L1N 8W9

Phone Number: 905-571-7879 Toll Free 1-877-571-0218

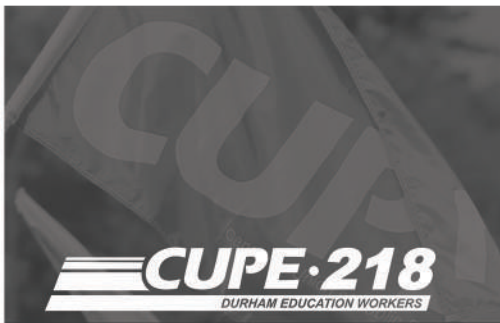
Fax number: 905-571-4102

E-mail: mmoore@cupe218.ca Website: www.cupe218.ca



BARGAINING UPDATE!

ALL NEW AND UPDATED INFORMATION REGARDING BARGAINING IS BEING MADE AVAILABLE ON THE CUPE 218 WEBSITE www.cupe218.ca, PLEASE CONTINUE TO VISIT THE WEBSITE ON A REGULAR BASIS TO KEEP INFORMED.



MEMBERSHIP PACKAGE



IF YOU HAVE NOT YET RECEIVED YOUR CUPE MEMBER PORTAL ACCESS INFORMATION PLEASE CONTACT SUE WILKINSON ON 905-571-7879 OR ALTERNATELY VIA E-MAIL at office@cupe218.ca

CUSTODIAL/MAINTENANCE

An update on grievances. We have one grievance in abeyance pending the outcome of bargaining. This grievance revolves around the floater compliment. We have a second grievance regarding a posting issue that will be discussed on October 20th, 2015. We also have an outstanding grievance regarding permit coverage and staffing. This grievance is put on hold pending central bargaining, at this point permit staffing is a central issue.

We have 3 dates scheduled for local bargaining, October 20th, 23rd and 29th, 2015. Local bargaining is progressing well and we will update the membership as we move further into this process. Our central bargaining team will meet again on October 13th and 14th, 2015.

If you have not yet registered on the cupe218.ca website, please do so. This is where you will find information, including central bargaining updates. Members are also asked to be sure the local has your contact info so you can be contacted if needed. Please contact one of your reps listed below if you have any questions or concerns.

In solidarity,

BRIAN BURD CHAIRPERSON

bburd@cupe218.ca

NATALIE MELICH

nmelich@cupe218.ca

SEAN HEBERT

shebert@cupe218.ca

DAVE SLATER

dslater@cupe218.ca

EDUCATIONAL ASSISTANTS

Dear Members;

As you are all aware, we have been on Phase 2 of Work to Rule since Friday, October 2nd. The OSBCC is currently bargaining with the Government and trustees on October 13th and 14th. We will know by the end of these two days what will happen next. Please keep checking the CUPE 218 website for updates and if you have not signed in to your portal, please do so ASAP!

If anyone is in need of Work to Rule bracelets, please contact Sue Wilkinson @ swilkinson@cupe218.ca.

Local negotiations are going well, but slow. We will be meeting with our employer on Oct. 20th, 23rd and 29th.

Common questions about work to rule comes from things we hear on the media. Please follow the list on the CUPE website and email if you are unclear about any of the guidelines. Most importantly, follow your collective agreement.

Friday, October 23rd is a P.A. Day. E.A's will be offered a list of workshops to attend. Email will be out shortly with your choices.

Continue to fill out and submit the online EA Incident reports. These are of great value for tracking and assessing the need for extra supports or training.

Please contact us with any questions or concerns.

In solidarity,

MAUREEN MACINNIS

Chairperson- Whitby Schools- 905-571-7879

MAUREEN MACINNIS

Ajax/Pickering Schools-905-571-7879

CARRIE BOISVERT

Oshawa/Northern Schools-905-571-7879

SECRETARIAL/CLERICAL/TECHNICAL STAFF

I hope everyone enjoyed the Thanksgiving long weekend with family and friends. Time is just flying by, and the leaves on all the trees have started to turn the beautiful fall colors.

We are still in the Phase 2 of Work to Rule. Please follow your collective agreements and the Phase 2 sheet that has been posted on line within the CUPE website.

The Provincial Bargaining Committee is still bargaining at the Government level with Central issues with dates in this month of October. We will keep you the membership up to date, and please keep checking the new CUPE 218 Union website as well.

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

The website is 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.

If any members have questions regarding the work to rule please don't hesitate to call or email any of your Bargaining Committee members, as we are here to help you.

Please remember for the Financial Secretaries and the Elementary Secretarial staff to be following the Bank Protocol and making sure there is someone else going to the Bank during work hours to do the school's banking. There are rumors out there that staff members are not following the document that was worked on for you and your safety while carrying, driving and doing the school's banking. So PLEASE follow it and if there are any issues call or email us.

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.

It was nice to see so many faces at the September General Membership meeting. This is your Union and to help keep you up to speed in these times of the work to rule and other items please come out to the meetings.

Hope to see you at the next General Membership meeting on Sunday, October 25th, 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

MIKE MORRIS

Bargaining Committee

email - m.morris@cupe218.ca

NIKKI SPIERS

Bargaining Committee

email - n.spiers@cupe218.ca



CONTINUING EDUCATION

Dear Brothers and Sisters,

Thank you for your support during this time of Work-to-Rule. The Ontario School Board Coordinating Committee (OSBCC) has been bargaining for us and they have ensured that Work-to-Rule is making a difference. They will continue to bargain as long as they are “making progress” at the bargaining table. Their next days for bargaining will be October 13th and 14th.

Your CUPE 218 executive committee and your Con Ed bargaining committee are invited to join “Town Hall Meetings” which are arranged over the telephone in the evenings. We are given an opportunity to receive information directly from OSBCC and ask questions.

The meeting is chaired by the OSBCC’s top two individuals representing CUPE 218 at the bargaining table: Terri Preston and Jim Morrison. Sue Wilkinson, from CUPE

218, summarized some of the most recent meeting information and sent it to you via email. I hope you received it. If you did not, please contact CUPE 218 to make sure that you are on our mailing list. We are “Negotiating to Settle, Prepared to Strike!”

Our committee met with the school board for a labour-management meeting. Please continue to bring concerns to us so that we can discuss them at this table. Currently, we are reviewing practices regarding Smart Find Express (SFE). If you have any concerns, we would like to hear from you.

I am looking forward to attending CUPE’s National convention from November 1 – 6 in Vancouver. I hope to learn from CUPE members from all over Canada, especially those representing Con Ed departments. I will share my findings and observations with you upon my return.

At the last general meeting Kasia Kasztenna was nominated for the third member of our Con Ed bargaining committee. She has already joined us for our monthly committee meeting and the first labour management meeting of the year. We look forward to her support. We appreciate and are grateful for her commitment, particularly at this sensitive time of bargaining in progress.

In solidarity,

MAUREEN O’REILLY
Bargaining Chair

You are invited to the General Membership Meetings. The next one is scheduled on Sunday, October 25th 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

JANE BATTERINK
jbatterink@cupe218.ca

KASIA KASZTENNA
kkasztenna@cupe218.ca



OFFICE/CLERICAL/TECHNICAL

I hope everyone was able to enjoy a Thanksgiving dinner and the beautiful long weekend we had.

Thank you to all who came out to our General Membership meeting. It was nice to see some more O.C.T. members. I was glad to answer some questions and hopefully keep our O.C.T. members more informed. I hope to see you again at the next meeting on October 25th, and please feel free to bring out more of our members.

BARGAINING UPDATE

CENTRAL BARGAINING

There was bargaining at the Central table on October 13th and October 14th. At the time of this newsletter, this hadn't happened yet. Please keep checking our website for O.S.B.C.C. updates. They are being posted as we receive them.

Central bargaining is taking care of our monetary issues. This includes things such as wages, benefits, expenses and any other issues that involve money.

LOCAL BARGAINING

There is nothing new on the Local Bargaining front for us as yet. Our bargaining dates are November 13th and December 11th. The local bargaining will be about language additions and editions in our Collective Agreement.

COMMUNICATION

Some updating has been done to our local's computer system. By now, everyone should have received a postcard in the mail with instructions as to how to log on with your own personal C.U.P.E. e-mail address. If you have not received this information, please call the union office to get it. It's possible that your address information that we have on file is not up to date.

We will soon be able to send e-mails to individual bargaining units or to send specific information to individual groups if needed. This will be particularly helpful during our times of bargaining and strike action.

WORK TO RULE

The union has worked very hard to get a Collective Agreement, wages, benefits, holidays, sick leave, job posting rules to name a few. We really need everyone's support with our Work to Rule action. If we are united, we have a better chance at possibly gaining more or at the very least, maintaining what we already have. What may seem insignificant, actually does have an impact when we all do it together. Please follow our Work to Rule job action. It is posted on our local website. If you have any questions, or feel you are being disciplined by your supervisor for Work to Rule action, please contact your rep. We can only help, if we know.

GROUP 11 ELEMENTARY SCHOOL SECRETARY JOB Re-EVALUATION

We were extremely pleased to have our meeting with the board on October 9th. The Board was very receptive to the case our National Rep put forward. They have taken the rationale provided back to their team for further discussion. We will meet with them again in the coming weeks. We are going ahead with the arbitration process, as it does take time, but we are hoping to mutually resolve this issue before getting there.

CASUAL WORKERS

Our casual workers pay union dues and as such are considered part of our union. At this point, there may not be all the same benefits as permanent employees, but there are some. If we go out on strike, you will be entitled to receive strike pay if you join the picket line.

You are also invited to attend our General Membership meetings and learn more about our union.

O.C.T. BARGAINING REPS

KAREN WHITE

Secondary – kwhite@cupe218.ca

RACHEL HUNTER

Elementary – rhunter@cupe218.ca

ANTONY NEMBHARD

Ed. Centre – anembhard@cupe218.ca

CATHIE ROUSSEAU

Chairperson – crousseau@cupe218.ca

CUSTODIAL MAINTENANCE HEALTH AND SAFETY

Happy fall to everyone and I hope all members had the chance to spend good quality time with family and friends over the Thanksgiving weekend.

Now that we have all got settled into the school year I hope that everyone is remembering to work safely and smartly. October is Ergonomics month so please remember to use your SOP's they can go a long way in preventing injury. There has been one critical injury and I would like to wish our member a speedy recovery.

The working at heights review is ongoing but progress is being made. I am now chair of the Workplace Inspection Review Committee and hope to see some changes for the positive around this touchy subject with the chief custodians.

Sites with the new daycare chemical please make sure that the WHMIS sheets are in tub rooms and that only WHMIS trained people are dispensing. This whole change to introduce a new chemical has come as a surprise to me so please use your due diligence in this area. I hope to be able to get a better understanding of the process of the introduction of new chemicals in our workplaces to ensure our safety and rights are being followed.

With the work to rule phase 2 upon us please use your best judgement especially around the safety points that are within. Please contact your supervisor and myself before calling the MOL as taking that step is very serious and should not be done on a whim. This action can back fire on us and you if the proper methods are not followed.

Lastly I would like to take this opportunity to thank the executives and members of our local for allowing me to take the instructors training from Oct. 19th – 30th, 2015.

Always remember documentation trumps conversation and be safe.

DAN MILLS
dmills@cupe218.ca
Cel:905 449 1240

CUSTODIAL & MAINTENANCE UNIT

Dear Sisters & Brothers:

I hope everyone had a safe and happy Thanksgiving and I want to wish everyone a HAPPY HALLOWEEN!

The OSBCC is at the Central Bargaining table October 13th and 14th and will continue to bargaining as long as they are making progress at the table. Since threatening job action we have finally gotten the attention of the Council of Trustees Association, the Employers and the Media. Maintaining solidarity between members in the workplace during this phase remains critical. The more effective our Work-to-Rule, the sooner we have a fair deal. There are CUPE Work-to-Rule wrist bands at the Union office if you wish to pick some up.

A LETTER OF INTENT was drafted and delivered to the Board in regards to the GLOBAL POSITIONING SYSTEM which were installed in the Board Maintenance vehicles. We are waiting to hear back from them on their decision.

The Union has filed six Grievances around Harassment in the Work Place. Posting Procedure and Accommodating in a safe Manner, Meetings have been scheduled.

We have pushed forward three Grievances to Arbitration and are waiting on dates. Brother King and I have a meeting with Management this month around Summer Hours of Work and are hopeful on getting this resolved so we can start the extra time in November.

Your Bargaining Committee has a Committee meeting October 15th and Labour Management meeting November 10th plus we are in Local Bargaining November 12th and 20th.

LOCAL ELECTION:

November 14th 2015 10:00 am at the Union office for SARGEANT AT ARMS

In Solidarity,

DENNIS GIBBS

Chairperson

Cust/Maint. Unit

C.U.P.E 218

Public Board 905-571-7879

BARGAINING COMMITTEE:

DIANE CARDER

BOB MONTGOMERY

KURT BADGLEY

BILL DURANT

STEWARDS:

WAYDE JOHNSTONE

MIKE NIXON

JEFF GODDWIN

PAUL BRUNT

DAN FUSCO

**Next General Membership meeting is October 25th, 2015 7:00 pm 2080 Wentworth
St. Whitby ONTARIO L1N 8W9**



EDUCATIONAL ASSISTANTS

EMAIL---By now everyone should have received their postcard with the information to set up your CUPE email address. If you haven't, please contact the union office at office@cupe218.ca .

This is going to be the way we will be contacting all our members, giving updates etc. Please contact us through our CUPE email address as well.

Do not send questions or information to the 'support' email address as this is only used for email support if you are having difficulties with your email. Some have used this address for questions and we haven't received the emails until days later.

AREA REPS --- Please contact the rep for your area and they will assist you as quick as possible. If you contact the office please let us know what school you are at in order to direct you to your area rep.

*AJAX/PICKERING - REP GLEN MORRISON
STEWARD LOVETTE MAY*

*gmorrison@cupe218.ca
lmay@cupe218.ca*

*WHITBY/NORTH - REP (CHAIRPERSON) LORI-ANN RICHARDS
STEWARD (Vice President) MARION MOORE*

*lrichards@cupe218.ca
mmoore@cupe218.ca*

HIGH SCHOOLS - REP SUE WILKINSON

swilkinson@cupe218.ca

OSHAWA & HEALTH & SAFETY - REP KELLY GAINER

kgainer@cupe218.ca

We are in need of 2 more stewards. If you have an interest in being a steward and have time to commit to help/work with your UNION, come out to the next General Membership meeting and put your name forth.

LIAISONS –If you haven't done so already, please send us an email telling us who is the Liaison contact person for your school. We are in bargaining and may need to get information out to our members within a school quickly. Liaisons play an important role in helping us make sure everyone has the information needed. Thank you Liaisons!

GENERAL SUPERVISION/BUS DUTY – We can do up to 60 minutes of General Supervision a day. Any other supervision is to be done with the students you support. We have had some questions as to riding busses and going over their 7 hours and 40 minutes. If this is happening, you need to make your Principal aware so you can work together to correct your schedule.

If you are having difficulties with any of your supervision, schedule, placement, lunch/break times etc. the first thing you need to do is talk with your admin. We cannot help until this step has

happened. They are your direct supervisor.

WORK TO RULE – Please follow your Work to Rule guidelines. Follow your collective agreement. If it is not something that is part of your daily job, don't do it. Don't do anything beyond your paid working hours. Photocopying is a big question. It needs to be things that you would normally photocopy for the student(s), you work with. Prepared sheets/work, schedules etc. We do not photocopy books for the teachers or new work. It is a teacher's job to prepare/program and we can photocopy what has been prepared. If you haven't received your WTR wrist bands and would like one, please contact swilkinson@cupe218.ca

OSR – Under the Education Act, we are not to be doing any handling/filing etc of the OSRs. We have been hearing that some EAs have been doing that, schedules and other secretarial work for Heads of Spec Eds/Serts. Please stop! That is not one of our jobs and you are doing the work of another bargaining unit. If it is found that this is happening and EAs aren't working with the students, the support will be pulled from that school. Trust us.....it has happened.

HEALTH & SAFETY AND VIOLENCE – Please always read the H&S section of the newsletter. It's for you and gives valuable information to keep you safe!

Thank you for sending in the Violent Incident forms. Please make sure you fill them in completely (unless you are sending in a few at a time), and always add your school and name. If there has been any violent act towards you, hit/kicked/bitten/scratched/punched etc. ask the principal to fill out the Violent on line form with the board and get a receipt/copy of it. It's for your protection and having a record of it helps in case something happens down the road.

We have been trying to respond to all initial incidents you have sent in, there have been a lot already and we are still working on going through them all. If by chance you haven't received any contact yet and you need to speak with someone, contact your area rep. We will be asking if you would like us to contact you after every incident or whether after the initial contact, you would like to just email us when you have a question or concern. If that is the way you would like it to be, we will still touch base here and there just to see how things are going. Thanks for working together with us!

POSTINGS – Watch for postings which should be out sometime around the end of October, beginning of Nov.

THANK YOU!!!!!! – We would just like to say 'Thank You' to all of you, for the fantastic job you do with the students every day! We know some days can be very difficult and tiring but when you see even one of the students smile at you and know they have understood what you have taught them and are happy, it makes it all worthwhile!

In Solidarity,

LORI-ANN RICHARDS, MARION MOORE, KELLY GAINER, SUE WILKINSON,
GLEN MORRISON, LOVETTE MAY



HEALTH AND SAFETY

PUBLIC BOARD EDUCATIONAL ASSISTANTS

I will be using the new CUPE email addresses when responding to emails regarding health and safety. Please send me any concerns from your CUPE218 email to mine (kgainer@cupe218.ca). This will make responding more efficient as time management is important when dealing with a lot of issues.

REPORT, REPORT, REPORT, I can't stress enough how important it is to get your admin to complete the on line violent incident report. Doing this will send red flags to the Spec. Ed department and Health and Safety department when many incidents occur. I have dealt with a few schools this year where there have been many occurrences of violence from a student, yet the health and safety officer/spec. ed department are not even aware that there are issues at the school. That is because there have been no on line violent incident reports filed. The DDSB can't assist your school if they don't know what is happening. After dealing with a violent incident you need to say to your principal, "I have just dealt with a violent incident with a student and need to fill out the online violent incident form with you." If you don't see your principal send an email with the above statement. If you are hurt ask your admin to complete the parklane (WSIB) form as well. If you ask for the online violent incident form to be filled out and get negative response from your principal, please let me know so that I can assist in getting the paperwork/reporting done.

We are often dealing with students who are ill. Please take some time to review the infectious disease control program set up by the DDSB and Health Department (Staff portal / health and safety / occupational health and safety / click on the link for infectious control course / log in.

Speak/email you admin if you are concerned for your safety and are dealing with violence, ask for a debriefing after incidents, file all reports, and ask for altering programming to change the behaviour. Make sure if a student has a behaviour safety plan and you have not seen it, ask to see it. Whenever meeting with your principal bring a pad and pen to take notes, follow up with an email clarifying what was said at the meeting. If you feel unsafe ask your principal what is being done to ensure your safety. ***Under the Occupational Health and Safety Act you have a right to feel safe at work and a right to be informed, exercise your right!***

KELLY GAINER

Kgainer@cupe218.ca

EA Health and Safety Rep