

CUPE·218

DURHAM EDUCATION WORKERS

FEBRUARY 2016 NEWSLETTER

MEMBERSHIP MEETING

CUPE LOCAL 218 HALL

7:00 P.M.

SUNDAY, FEBRUARY 28TH, 2016

2080 WENTWORTH ST.

WHITBY, ONTARIO

PRESIDENT'S MESSAGE

FEBRUARY 2016

Dear Sisters and Brothers,

I hope that everyone enjoyed the Family Day long weekend.

I was very pleased to see so many members getting involved and running for positions at our last General Membership meeting. Congratulations to all the members who were elected or acclaimed to those positions. Just a reminder to these members to ensure they attend our February General Membership meeting to be sworn into their new positions.

All Units at the Durham Catholic Board have ratified their Local Agreements. The Board of Trustees at Durham Catholic also ratified. It is great to have achieved an agreement. In saying that, the 1% lump sum payment will be paid out on the February 18th, 2016 pay.

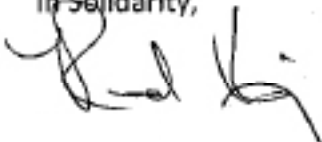
Bargaining is moving along with the four Units at the Durham Public Board. The Union has requested more dates to bargain and the Board has agreed to more. The Union has advised Durham Public that we are prepared to bargain week nights and weekends to achieve an agreement sooner than later. We will keep you advised as we move forward.

At the O.S.B.C.C. (Ontario School Board Coordinating Committee) Conference last week, we had discussion regarding the E.L.H.T. (Employee Life and Health Trust). The members of C.U.P.E.'s working group are still working with consultants in an attempt to devise a plan that benefits all. This is a very time-consuming process as there are various plans throughout the province that range from members paying a percentage of their benefits, to members who pay 0 percent towards them. We provided the O.S.B.C.C. with more data from Durham Public and Catholic Boards to assist them with their research. A decision to opt out of the E.L.T.H. will have to be made by May 1st, 2016. Again, we will keep you advised as we move forward.

Congratulations to Brother Dan Mills who was elected to the position of Alternate Health and Safety Rep for the O.S.B.C.C. Dan has been working hard on behalf of the Custodial Maintenance Unit at the Durham Public Board and will be an asset to the O.S.B.C.C.

Our next General Membership meeting will be held Sunday, February 28th, 2016 at 7:00 PM at our C.U.P.E. office. Please plan to attend.

In Solidarity,



ROD KING

President CUPE Local 218

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VICE-PRESIDENT'S MESSAGE

FEBRUARY 2016

BARGAINING UPDATE:

It was extremely pleasing to have successful ratification votes for our Catholic CUPE members. As a result of having both a tentative agreement at the Central table and the Local table we now can expect the 1%. The payout for the 1 % will be on the February 18th pay, or so the Union has been advised. Please check your paystubs.

The DDSB public board negotiations are progressing slowly. However, we now have more bargaining dates to work with. Hopefully we will have tentative agreements before the summer. However, there are still some major hurdles to tackle. Please keep checking your cupe218.ca email account for updates.

DISABILITY MANAGEMENT

There are quite a number of injuries occurring. Of concern are the number of concussions we are dealing with. Please remember to report, report, report everything! Concussions don't always manifest themselves right away, so a bump to the head, a basketball to the head, can be very debilitating for a LONG time. If it isn't reported it didn't happen. No paperwork, means no money.

A GOOD RULE: If you submit medical to the employer, please submit the same medical to the union. Chances are we will be called to a meeting to represent you at a return to work meeting and we are not prepared for the meeting if we don't have the same information.

ATTENDANCE SUPPORT

Please arrange to have a union rep with you if you are asked to attend an attendance management meeting. If you are having a lot of medical issues, please let the union office know. We can help you deal with disability management so that you have the proper medical information so your attendance doesn't become an issue.

Our next General Membership Meeting is Sunday February 28th, 2016 at the CUPE office, 2080 Wentworth St., Whitby, at 7 pm. Please plan to attend.

In Solidarity,

MARION MOORE
*Vice President and
Disability Rep. for CUPE Local 218*

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CUSTODIAL MAINTENANCE HEALTH AND SAFETY NEWSLETTER

Hello to everyone and I hope you all are enjoying this very mild winter. I have attached some information around being prepared for winter and PPE and the effects of cold on the body, as we still have 6 weeks and anything is possible in this great province of ours.

WHAT CAN BE DONE TO HELP PREVENT THE ADVERSE EFFECTS OF COLD?

For continuous work in temperatures below the freezing point, heated warming shelters such as tents, cabins or rest rooms should be available. The work should be paced to avoid excessive sweating. If such work is necessary, proper rest periods in a warm area should be allowed and employees should change into dry clothes. New employees should be given enough time to get acclimatized to cold and protective clothing before assuming a full work load. The risk of cold injury can be minimized by proper equipment design, safe work practices and appropriate clothing. The following is a summary of actions including some from recommendations from the ACGIH (American Conference of Governmental Industrial Hygienists).

EQUIPMENT DESIGN

For work below the freezing point, metal handles and bars should be covered by thermal insulating material. Also, machines and tools should be designed so that they can be operated without having to remove mittens or gloves.

SURVEILLANCE AND MONITORING

Every workplace where the temperature may fall below 16°C should be equipped with a suitable thermometer to monitor any further temperature changes. For colder workplaces with temperatures below the freezing point, the temperature should be monitored at least every 4 hours. For indoor workplaces, whenever the rate of air movement exceeds 2 meters per second (5 miles per hour) it should be recorded every 4 hours. In outdoor workplaces with air temperature below the freezing point, both air temperature and wind speed should be recorded.

EMERGENCY PROCEDURES

Procedures for providing first aid and obtaining medical care should be clearly outlined. For each shift, at least one trained person should be assigned the responsibility of attending to emergencies.

EDUCATION

Workers and supervisors involved with work in cold environments should be informed about symptoms of adverse effect exposure to cold, proper clothing habits, safe work practices, physical fitness requirements for work in cold, and emergency procedures in case of cold injury. While working in cold, a buddy system should be used. Look out for one another and be alert for the symptoms of hypothermia.

WHAT SHOULD I KNOW ABOUT PERSONAL PROTECTIVE EQUIPMENT (PPE) FOR WORKING IN THE COLD?

CLOTHING

Protective clothing is needed for work at or below 4°C. Clothing should be selected to suit the temperature, weather conditions (e.g., wind speed, rain), the level and duration of activity, and job design. These factors are important to consider so that you can regulate the amount of heat and perspiration you generate while working. If the work pace is too fast or if the type and amount of clothing are not properly selected, excessive sweating may occur. The clothing next to body will become wet and the insulation value of the clothing will decrease dramatically. This increases the risk for cold injuries.

- Clothing should be worn in multiple layers which provide better protection than a single thick garment. The air between layers of clothing provides better insulation than the clothing itself.

Having several layers also gives you the option to open or remove a layer before you get too warm and start sweating or to add a layer when you take a break. It also allows you to accommodate changing temperatures and weather conditions. Successive outer layers should be larger than the inner layer; otherwise the outermost layer will compress the inner layers and will decrease the insulation properties of the clothing.

- The inner layer should provide insulation and be able to “wick” moisture away from the skin to help keep it dry. Thermal underwear made from polyesters or polypropylene is suitable for this purpose. “Fishnet” underwear made from polypropylene wicks perspiration away from the skin and is significantly thicker than regular underwear. It also keeps the second layer away from the skin. The open mesh pattern enables the moisture to evaporate and be captured on the next layer away from the skin. The second layer covers the “holes” in the fishnet underwear which contributes to the insulation properties of the clothing.
- The additional layers of clothing should provide adequate insulation for the weather conditions under which the work being done. They should also be easy to open or remove before you get too warm to prevent excessive sweating during strenuous activity. Outer jackets should have the means for closing off and opening the waist, neck and wrists to help control how much heat is retained or given off. Some jackets have netted pockets and vents around the trunk and under the arm pits (with zippers or Velcro fasteners) for added ventilation possibilities.
- For work in wet conditions, the outer layer of clothing should be waterproof. If the work area cannot be shielded against wind, an easily removable windbreak garment should be used. Under extremely cold conditions, heated protective clothing should be made available if the work cannot be done on a warmer day.
- Almost 50 percent of body heat is lost through the head. Wool knit cap or a liner under a hard hat can reduce excessive heat loss.
- Clothing should be kept clean since dirt fills air cells in fibres of clothing and destroys its insulating ability.
- Clothing must be dry. Moisture should be kept off clothes by removing snow prior to entering heated shelters. While the worker is resting in a heated area, perspiration should be allowed to escape by opening the neck, waist, sleeves and ankle fasteners or by removing outerwear. If the rest area is warm enough it is preferable to take off the outer layer(s) so that the perspiration can evaporate from the clothing.
- If fine manual dexterity is not required, gloves should be used below 4°C for light work and below -7°C for moderate work. For work below -17°C, mittens should be used.
- Cotton is not recommended. It tends to get damp or wet quickly, and loses its insulating properties. Wool and synthetic fibres, on the other hand, do retain heat when wet.

FOOTWEAR

Felt-lined, rubber bottomed, leather-topped boots with removable felt insoles are best suited for heavy work in cold since leather is porous, allowing the boots to “breathe” and let perspiration evaporate. Leather boots can be “waterproofed” with some products that do not block the pores in the leather. However, if work involves standing in water or slush (e.g., firefighting, farming), the waterproof boots must be worn. While these protect the feet from getting wet from cold water in the work environment, they also prevent the perspiration to escape. The insulating materials and socks will become wet more quickly than when wearing leather boots and increase the risk for frostbite.

Foot Comfort and Safety at Work has some general information how to select footwear. (Also, when trying on boots before purchase, wear the same type of sock that you would wear at work to ensure a proper fit.)

SOCKS

You may prefer to wear one pair of thick, bulky socks or two pairs - one inner sock of silk, nylon, or thin wool and a slightly larger, thick outer sock. Liner socks made from polypropylene will help keep feet dry and warmer by wicking sweat away from the skin. However, as the outer sock becomes damper, its insulation properties decrease.

If work conditions permit, have extra socks available so you can dry your feet and change socks during the day.

If two pairs of socks are worn, the outer sock should be a larger size so that the inner sock is not compressed. Always wear the right thickness of socks for your boots. If they are too thick, the boots will be “tight,” and the socks will lose much of their insulating properties when they are compressed inside the boot. The foot would also be “squeezed” which would slow the blood flow to the feet and increase the risk for cold injuries. If the socks are too thin, the boots will fit loosely and may lead to blisters.

FACE AND EYE PROTECTION

In extremely cold conditions, where face protection is used, eye protection must be separated from the nose and mouth to prevent exhaled moisture from fogging and frosting eye shields or glasses. Select protective eye wear that is appropriate for the work you are doing, and for protection against ultraviolet light from the sun, glare from the snow, blowing snow/ice crystals, and high winds at cold temperatures.

WHAT ARE THE HEALTH EFFECTS OF EXPOSURE TO COLD?

Cooling of body parts may result in various cold injuries - non-freezing injuries, freezing injuries - and hypothermia which is the most serious. Non-freezing cold injuries include chilblain, immersion foot and trench foot. Frostnip and frostbite are freezing injuries.

Toes, fingers, ears and nose are at greatest risk because these areas do not have major muscles to produce heat. In addition, the body will preserve heat by favouring the internal organs and thus reducing the flow of blood to the extremities under cold conditions. Hands and feet tend to get cold more quickly than the torso because:

- they lose heat more rapidly since they have a higher surface area-to-volume ratio, and
- they are more likely to be in contact with colder surfaces than other parts of the body.

If the eyes are not protected with goggles in high wind chill conditions, the corneas of the eyes may freeze.

The most severe cold injury is hypothermia which occurs from excessive loss of body heat and the consequent lowering of the inner core temperature (internal temperature of the body). Hypothermia can be fatal.

For more information on the general effects of working in the cold as well as how the body adapts to cold, please see Cold Environments - General.

For information on exposure limits and prevention of injury while working in the cold, please see Cold Environments - Working in the Cold.

WHAT ARE EXAMPLES OF ‘NON-FREEZING’ COLD INJURIES?

Chilblains are a mild cold injury caused by prolonged and repeated exposure for several hours to air temperatures from above freezing (0°C or 32°F) to as high as 16°C (or about 60°F). In the affected skin area there will be redness, swelling, tingling, and pain.

Immersion foot occurs in individuals whose feet have been wet, but not freezing cold, for days or weeks. It can occur at temperatures up to 10°C (50°F). The primary injury is to nerve and muscle tissue. Symptoms include tingling and numbness; itching, pain, swelling of the legs, feet, or hands; or blisters may develop. The skin may be red initially and turn to blue or purple as the injury progresses. In severe cases, gangrene may develop.

Trench foot is “wet cold disease” resulting from prolonged exposure in a damp or wet environment from above the freezing point to about 10°C (50°F). Depending on the temperature, an onset of symptoms may range from several hours to many days but the average is three days. Trench foot is more likely to occur at lower temperatures whereas an immersion foot is more likely to occur at higher temperatures and longer exposure times. A similar condition of the hands can occur if a person wears wet gloves for a prolonged period under cold conditions described above. Symptoms are similar to an immersion foot.

WHAT ARE EXAMPLES OF 'FREEZING' INJURIES?

Frostnip is the mildest form of a freezing cold injury. It occurs when ear lobes, noses, cheeks, fingers, or toes are exposed to the cold and the top layers of a skin freeze. The skin of the affected area turns white and it may feel numb. The top layer of skin feels hard but the deeper tissue still feels normal (soft). Frostnip can be prevented by wearing warm clothing and foot wear. It is treated by gentle rewarming (e.g., holding the affected tissue next to unaffected skin of the victim or of another person). As for all cold-induced injuries, never rub the affected parts - ice crystals in the tissue could cause damage if the skin is rubbed. Do not use very hot objects such as hot water bottles to rewarm the area or person.

Frostbite is a common injury caused by exposure to extreme cold or by contact with extremely cold objects (especially those made of metal). It may also occur in normal temperatures from contact with cooled or compressed gases. Frostbite occurs when tissue temperature falls below the freezing point (0°C/32°F), or when blood flow is obstructed. Blood vessels may be severely and permanently damaged, and blood circulation may stop in the affected tissue. In mild cases, the symptoms include inflammation of the skin in patches accompanied by slight pain. In severe cases, there could be tissue damage without pain, or there could be burning or prickling sensations resulting in blisters. Frostbitten skin is highly susceptible to infection, and gangrene (local death of soft tissues due to loss of blood supply) may develop.

What first aid can I do if someone has frostbite?

First aid for frostbite, as well as immersion or trench foot, includes:

- Seek medical attention.
- If possible, move the victim to a warm area.
- Gently loosen or remove constricting clothing or jewellery that may restrict circulation.
- Loosely cover the affected area with a sterile dressing. Place some gauze between fingers and toes to absorb moisture and prevent them from sticking together.
- Quickly transport the victim to an emergency care facility.
- DO NOT attempt to rewarm the affected area on site (but do try to stop the area from becoming any colder) - without the proper facilities tissue that has been warmed may refreeze and cause more damage.
- DO NOT rub area or apply dry heat.
- DO NOT allow the victim to drink alcohol or smoke.

MINISTRY BLITZES

The Ministry of labour is currently doing blitzes of workplaces and are focused on the lock out procedures in place. So please take the time to ensure that your lock out kits are up to date and properly equipped. Also be sure that your AHU'S are locked out properly and if not talk to your supervisor about getting them equipped (probably a work order under health and safety).

WHMIS INVENTORY

Lastly, make sure that your WHMIS inventory is updated and that all products are listed that are in the workplace and ones that are no longer present are removed from the inventory. If you cannot find a MSDS for a product either e-mail me or the health and safety department.

"SEE YOU ALONG THE PATH"

DAN MILLS

daniel.mills@cupe218.ca

DURHAM CATHOLIC CUSTODIAL/MAINTENANCE

We are at the halfway mark through February, one month closer to warmer weather.

I am sure everyone has now heard that we have ratified our Local Collective Agreement and our Central Agreement was ratified some time ago. We now have agreements until August 31, 2017.

We have had questions regarding our signing bonus.

Our 1% lump sum is payable one month from local ratification. This will bring us to the end of February.

At this time, there are no outstanding grievances.

We have heard that some members have decided to take it upon themselves to look into the training that will be offered and reimbursed by the Board for BAS systems. The board will send out communication as to which course they require and procedure to enroll. Please don't take this upon yourself to register until direction is received by the Board.

As always, if you have any questions or concerns please contact one of your reps listed below.

In solidarity,

*BRIAN BURD CHAIRPERSON
bburd@cupe218.ca*

*NATALIE MELICH
nmelich@cupe218.ca*

*SEAN HEBERT
shebert@cupe218.ca*

*DAVE SLATER
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EDUCATIONAL ASSISTANTS

Dear Members,

We hope you had a great Valentine's Day and Family Day!

A big thank you to all who came out to vote on our Local Agreement. We ratified! The next step is to blend Part A (the Central Agreement) with Part B (our Local Agreement). We will be receiving instructions from the O.S.B.C.C. in the near future.

Your committee attended the O.S.B.C.C. conference from Feb. 9 - 13 in Richmond Hill. There is only 60% of the locals across Ontario who have attained Local Agreements. We are relieved to be one of them, although our coterminous Board has yet to reach a local deal.

We are pleased that we were able to bargain a position of Steward for our committee. This will go through the Bi-Laws Committee and once approved, there will be a Nomination Notice.

On Feb. 29, there is a P.A. Day. We are unsure at this time what the E.A.'s will be doing.

Continue to fill out the AdHoc Incident Reports ON-LINE! These go directly to Student Services and create data to send out the appropriate help.

Please contact us with any questions or concerns.

With thanks,

MAUREEN MACINNIS

Chairperson/Whitby Schools - 905-571-7879

MAUREEN SUDDARD

Ajax/Pickering Schools - 905-571-7879

CARRIE BOISVERT

Oshawa/Northern Schools - 905-571-7879

SECRETARIAL/CLERICAL/TECHNICAL STAFF

Hope everyone enjoyed the Family Day long weekend! It's always nice to have that extra day off to rest and relax.

As all of you would have heard by now the ratification vote took place and went very well. Thank you to all who showed up to learn about the items regarding the new Collective Agreement and place your vote as a member. It was very nice to see so many of you face to face.

If you still have not signed up with CUPE to have the newsletters, information updates, and phone calls sent out to you electronically to your **personal email address**, please do so. The newsletters are going out electronically on the CUPE website for you the members to LOG IN and read. The website is www.cupe218.ca

DO NOT USE YOUR BOARD'S EMAIL ADDRESS WHEN SETTING THIS UP.

The Bargaining Committees are off to the OSBCC Conference this month and will hear how all the other Locals across the Province are doing within their Bargaining of their collective agreements. We will also be attending different discussion periods and interacting with different Locals.

If you have any concerns or questions please get ahold of one of us, we are here to help and assist you. Our email addresses are listed below. Hope to see you at the next General Membership meeting on Sunday, February 28, 2016 at 7:00 p.m. at the CUPE Office located at 2080 Wentworth Street, Whitby.

Yours in Solidarity,

KAREN ULRICH

Chairperson

email - kulrich@cupe218.ca

MIKE MORRIS

Bargaining Committee

email - mmorris@cupe218.ca

NIKKI SPIERS

Bargaining Committee

email - nspiers@cupe218.ca

CONTINUING EDUCATION

Dear Brothers and Sisters,

Your T4 will continue to be mailed to you unless you request a change through Employee Self Serve (ESS). This option to switch is available to you anytime but remember that once you choose an electronic T4, you cannot change back to the delivery through Canada Post. Remember that as contract employees Employee Self Serve is not always available to us. As recently as this December a number of us tried to access our paystubs online due to a shortage of pay and ESS was inaccessible.

We are still working out the division of employment opportunities for supply opportunities. If you see an inequity please contact one of your union stewards.

Our next date for Local bargaining is on March 29th, 2016.

General membership meetings are once a month on Sunday evenings at the CUPE hall. I hope to see you on Sunday, February 28th at 7 pm.

In solidarity,

MAUREEN O'REILLY
*Bargaining Chair
Public Board
Continuing Education*

MAUREEN O'REILLY
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OFFICE/CLERICAL/TECHNICAL

BARGAINING UPDATE

LOCAL BARGAINING

We are still waiting for bargaining dates on March 8 and March 11. We were hoping now that ETFO has settled, there might be more opportunities for us to get at it a little sooner. So far, that hasn't materialized.

ONTARIO SCHOOL BOARD COORDINATING COMMITTEE (O.S.B.C.C.) CONFERENCE

This year's conference provided a little more opportunity for networking amongst our classifications. The focus was on Work to Rule. While O.S.B.C.C. gave us guidelines to follow, most people found them too vague. We all have such different job descriptions, within our own board, never mind all boards. We provided a lot of feedback as to what we felt didn't work. One thing that was very clear was that more was needed for the people who don't work in the schools. Many people felt it wasn't enough in general. On a positive note, many started abiding by their contractual hours of work and breaks. This really should continue – as that is what your union had bargained for so long ago. We were also given the opportunity to provide some other suggestions if we should have to go that route in the future. If you would like more information, please contact your rep.

There was a guest speaker who did a presentation on a Benefits Trust. She spoke mostly about how the plan would be administered and not specifics about what the plan would cover. O.S.B.C.C. is looking into the possibility of a medical/dental plan for all. The presenter hosted a Questions and Answers session afterwards.

All in all, it was a good conference with a lot of information to process. On behalf of our committee, I would like to say thank you to our membership for giving us this valuable opportunity.

GENERAL MEMBERSHIP MEETINGS

Our next General Membership Meeting will be at 7:00 p.m. on Sunday, February 28th at the union hall. Please come out and join us. We would like you to be informed as to what your union is doing. We want you to vote on things that affect you. We need your feedback in order to best represent you.

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

EDUCATIONAL ASSISTANTS

EMAIL— we are now using everyone's personal CUPE email address. Check them often for updates and email your committee through these addresses as well. Thanks!

BARGAINING — we had a bargaining date the beginning of February which went quite well and we have 2 more dates scheduled in March.

HEALTH & SAFETY — VIOLENT INCIDENTS — please make sure you read Kelly's report in the Newsletter. We were just at the OSBCC (Ontario School Board Coordinating Committee) Conference and learned some very useful information.

OSBCC — the focus of the conference this year was 'Moving Forward'. With this being the first time we have had to bargain both Central and Local agreements, it has been quite a learning curve for all. There are over 100 school boards in Ontario and many still have not reached a local agreement. Kelly, Glen and myself attended an EA group session with members from across the province. Violence is a 'hot topic' with many and there was quite the discussion on reporting. Violence is NOT part of the job and every incident needs to be reported to both your Admin and CUPE. We are working closely with the DDSB in finding solutions to keep everyone safe. If it's not reported, no one knows about it and therefore the saying goes.....it never happened! Everything needs to be documented and reported.

Another topic of discussion was EI. There were questions into how/if anything could be done by lobbying the Government to change the process so that we don't have to fill out Job Searches or be called in for meetings. Many go through this every year and it's almost impossible to get hired for a job when you tell potential employers that you only are looking for 6-8 weeks of employment. There are students and many other people who need these jobs.

It's very interesting to hear what happens in the other School Boards and we have a large network of people that we can gather information from and work together with.

AREA REPS/STEWARDS — Please contact the rep/steward for your area and they will assist you as quickly as possible. If you contact the union office, please let us know which school/location you are working at in order to connect you with your Rep/Steward. If you've called/emailed a rep with a question and haven't heard back within a couple of days, please send us a reminder.

AJAX/PICKERING – REP – GLEN MORRISON

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STEWARD – LOVETTE MAY

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WHITBY/NORTH – (CHAIRPERSON) – LORI-ANN RICHARDS

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STEWARD – FLORENCE (FLO) DAVIES

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HIGH SCHOOLS – REP-- SUE WILKINSON

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OSHAWA & HEALTH AND SAFETY – REP – KELLY GAINER

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STEWARD – DIANA JESTRATIJEVIC

diana.jestratijevic@cupe218.ca

STEWARD – (Special Projects & Vice President) – MARION MOORE

mmoore@cupe218.ca

QUESTIONS — if you have any questions you'd like to see answered in the Newsletter or have ideas that would be helpful to our members, please feel free to email us at any time. We are always open to suggestions and new ideas.

The next Newsletter isn't until April so we'd like to take this time to wish you all a fabulous March Break and Easter spent with Family and Friends!

Our next General Membership meeting will be Sunday, February 28th at 7pm. Come out to meet other members and hear the information first hand.

In Solidarity,

LORI, KELLY, MARION, SUE, GLEN, DIANA, FLO AND LOVETTE.

CUSTODIAL & MAINTENANCE UNIT

Dear Sisters and Brothers

Well February is here and compared to last year at this time the weather is cooperating with us. That being said, there is still ice that can pose a risk so please be careful and make sure if you do experience an accident report it to your Supervisor and the Union office.

We had Labour Management January 28 2016 some of the topics were:

School Coverage = Supervisors are going to try and schedule Custodial staff more pro-actively.

Student supervision = The Bargaining team brought up concerns with the lack of student supervision in the schools and the impact it has on our Members. Mark Watson took our concerns to the Principals and they are going to organize better supervision during the school hours which also mean after school dismissal.

Maintenance Winter Wear = Winter Wear is now at the Maintenance shop for Maintenance Employees to try on and order.

Job Postings = The Bargaining team brought forward the confusion when trying to apply for a posting internally. We discussed with Management a memo to be sent out and posted in all Custodial/Maintenance work areas on a step by step process to help while attempting to apply on line.

Notifications = we have noticed over the past while that Retirement and Bereavement notifications have not been posted when it comes to CUPE 218 Members. Management is going to start being pro- active.

The Seniority list is out, if you have any concerns please contact the Union office.

We have two more dates for bargaining February 26/2016 and March 3/2016 and our next Committee meeting is February 18/2016.

We have six Grievances going to Arbitration which we are still waiting on dates for some and five Grievance meetings coming up this month and next month. We have put one Grievance in Abeyance which means on hold for further discussion.

On February 1/2016 I had two Grievance meetings, one was for the Locksmith/Door Mechanic position and the other was for the General Maintenance position. We have reached an agreement on both grievances. Those members who applied for the Locksmith/Door Mechanic position will get a debriefing on what they needed to have to be successful in this posting. In the future if an internal applicant has a certificate but not the experience and if it's a temporary posting the member will be given the opportunity to get the experience in that job.

The agreement we made with the Board in regards to the General Maintenance posting is that all Members that applied internally will be given the opportunity for a debriefing and (60) sixty days after that the Board will repost the position INTERNALLY.

I would like to take this opportunity to welcome Jamie Spencer and Dan Mills to our team. They both bring a wide range of knowledge to our Committee.

Yours in Solidarity

DENNIS GIBBS

Chairperson

BARGAINING COMMITTEE:

*BOB MONTGOMERY
KURT BADGLEY
DIANE CARDER
DAN FUSCO*

STEWARDS:

*JAMIE SPENCER
WAYDE JOHNSTONE
MIKE NIXON
DAN MILLS
JEFF GOODWIN*

HEALTH AND SAFETY EDUCATIONAL ASSISTANTS

Have you seen the link to the EA Go To Guide? Please read and become familiar with this document, it is an excellent resource. You should have received it via email or look on the CUPE218.ca web site.

I would like to thank the membership for allowing me to attend the annual OSBCC (Ontario School Board Co-ordinating Committee) conference. I was able to take some important information from this conference. Here are a few points I would like to share with you.

- First of all, there was an emphasis on reporting and how to report. Many EAs across Ontario are not reporting violent incidents and injuries.
- It was reported from Darrell Day (injured Worker Rep) - WSIB feels that everything is fine, we know it isn't and that is because injured workers are not reporting.
- I would also like to share a story I heard during the conference, this is a disturbing story and I would like you to be prepared before you read the following: An EA was dealing with an escalated student, when suddenly the student grabbed the EAs hair and pulled her to the ground. The EA did not report any injury at first. 2 days later she was diagnosed with a broken neck – yes, a broken neck. Because she did not report the incident when it happened she was denied WSIB. Fortunately, they were able to win her case because she had reported several incidents prior to this incident and her claim was reinstated. It is so important to file every incident, it creates a history which may be needed later on.

OKAY, SO THIS IS WHAT SHOULD BE HAPPENING WHEN DEALING WITH A VIOLENT INCIDENT:

- The online violent incident form needs to be filed with your principal. Doing this will not only log the incident but can offer assistance from the DDSB. If it is not reported – it never happened!
- If you are hurt during the incident, then the parklane form (WSIB) needs to be filled out by your principal. You should seek medical attention and tell the doctor you were hurt at work.
- Debriefing – request a debriefing if it is not offered. This will allow you to express how you are feeling and look at strategies that can assist the student to prevent a recurrence.
- Program changes: when a student escalates that often means what is planned for the student is not working – therefore changes in the program should be made to alter the behaviour. BSP and IEP's are both working documents and can be adjusted at any time to provide success.
- Questions to ask your principal: What is being done to prevent a recurrence? What is being done to keep me safe? (Oh and PPE is not always the answer, it helps but does not ensure our safety).
- Finally, fill out the CUPE VI form (on your own time). This allows us to keep track and follow up on situations.

Please let me know if you need any assistance when dealing with violent students. I am here to help. Bring the EAs Go To Guide – reporting page with you when asking the principal to complete the forms.

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