



MARCH 2016 NEWSLETTER

MEMBERSHIP MEETING

CUPE LOCAL 218 HALL

7:00 P.M.

**SUNDAY, MARCH 20TH, 2016
2080 WENTWORTH STREET
WHITBY, ONTARIO**

CUPE218.CA

TWITTER.COM/CUPE218

PRESIDENTS MESSAGE

MARCH 2016

Dear Sisters and Brothers,

A sure sign of spring, the robins are back!

Bargaining is moving along at the Public Board. We made some good progress with the Custodial/Maintenance Unit when we met on March 3rd, 2016. Let's hope the momentum continues with the other bargaining units as we move forward.

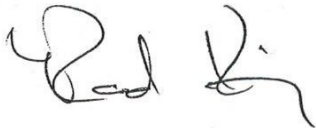
All members at Durham Catholic should have received the lump sum payment. Our next 1% increase will be September 1st, 2016 followed by a further 0.5% increase in February 2017. We have had questions from our float staff regarding their increase. This is an issue that is in dispute and is being dealt with through the Central Dispute Resolution process. We will inform you of the outcome.

We have a meeting scheduled on March 10th, 2016 regarding Elementary Head Secretaries Job Evaluation. We are hoping to get a resolution with Durham Public on this matter and avoid going to arbitration.

With March break just around the corner, many of you are looking forward to the change of pace or well-deserved vacation. Let us hope that the nice weather sticks around so we can enjoy some time outside.

Our next General Membership Meeting will be Sunday, March 20th, 2016 at 7:00 p.m. at the CUPE office, 2080 Wentworth St., Whitby. Please plan to attend.

In Solidarity,



ROD KING
President
CUPE Local 218

VICE-PRESIDENTS MESSAGE

MARCH 2016

Yes, for March Break!!!! St. Patrick's Day, Passover, Good Friday, Easter Sunday.... Whatever your faith, enjoy the season! Look after yourself.

Bargaining Update:

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

DCDSB: We have received Part A of the Collective Agreement from the Central table, and the bargaining committees from the Catholic Board will be proofreading the Local ratified items, and then a new collective agreement will be posted on the CUPE website. Hopefully this will be in place by the end of May or earlier.

Check out: **The Plan Smart Programs** that are being rolled out from the Catholic Board through homewoodhealth.com. There are different programs; Smoking Cessation, 12 Weeks to Wellness, Eldercare, Child and Parent Care, New Parent Support, and a Nutrition Program to try.

If you haven't already registered on the 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 DO NOT use the employers email system.

Our next General Membership Meeting is Sunday March 20th, 2016 at the CUPE office, 2080 Wentworth St., Whitby, at 7 p.m. Please plan to attend.

In Solidarity,

MARION MOORE
Vice President and
Disability Rep. for CUPE Local 218
mmoore@cupe218.ca
905-571-7879

HEALTH AND SAFETY

PUBLIC BOARD - EDUCATIONAL ASSISTANTS

MENTAL HEALTH:

It's okay to ask for help! We often deal with daily stressful situations that affect our mental health. The DDSB offers Employee and Family Assistance Program. This program offers free and confidential counselling by Shepell-fgi to you, your spouse and dependent children. Your EFAP can help you establish strategies to better cope with stress, depression, anxiety, anger, and life transitions. You can also access online services or sign up for the EFAP app. There is no cost to use your EFAP, this benefit is provided to you by the DDSB. For immediate and confidential support 24 hours a day, seven days a week. Call 1-800-387-4765. Remember, no problem is too big or too small for the EFAP and contacting Shepell-fgi is the first step towards addressing an issue. For more information regarding the EFAP program log onto the Staff Portal / Employee Relations / Mental Health Resource.

DEBRIEFING:

When dealing with violent incidents ask for a debriefing. A debriefing offers a chance for you to express how you are feeling and gives you a chance to talk about what happened. Also, it gives a chance to look at the situation and look at strategies/BSP to assist the student to ensure success. It also offers a time to look at triggers that led to the event, alter the programming to prevent future Risk of Injury incidents, look at the need for additional training or PPE (personal protective Equipment). During the debriefing the IEP, Transition Plan and BSP must be reviewed and revised as necessary. A checklist of items to be discussed in the debriefing can be found in the Incident Debriefing Form (procedure 5127 - Appendix G).

In those situations where physical interventions for a student are frequent and on-going, it is the expectation that regular meetings will take place to discuss strategies to decrease the frequency of physical interventions. Where there are genuine safety concerns for the student with RI behaviours, other students, and staff members, as per Section 265 (1) (m) of the Education Act, the Principal can exclude the student from attending the class/program for safety reasons until the debriefing has occurred and the BSP has been altered in order to address the safety needs stemming from RI behaviour(s). *The Principal must consult with the Superintendent of Special Education and Area Superintendent when considering exclusion. (Quoted from procedure 5127)*

I will be using the new CUPE 218 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.

Look after your mental health and stay safe,

Please feel free to contact me if you have any Health and Safety Questions/concerns.

KELLY GAINER

CUPE 218 EA Health and Safety Rep

kgainer@cupe218.ca

HEALTH AND SAFETY

PUBLIC BOARD – CUSTODIAL MAINTENANCE

Hello to everyone. Well it looks like we may be out of the woods as spring is just around the corner.

Our unit had one critical injury to report and I wish our member a speedy recovery. There was an investigation by the MOL and no orders were written but the question of working at heights training did come up. I am glad to report that all maintenance and custodians will receive training.

I would like thank the chief's that responded to my survey about workplace inspection and safety awareness training as it gives me a better understanding of who has received training and when, if at all.

I do believe that chiefs should embrace the function of doing the workplace inspection on CUPE's behalf as we are the front line in most buildings in many ways. I hope to be able to, with the Boards assistance, get some training to make you all aware of the procedure and how it is carried out properly along with some awareness around general health and safety.

If you come across any safety concerns please make sure your supervisors are aware and the proper stages are followed as per the internal responsibility system. Please remember to document as it trumps conversation and keep me in the loop.

Lastly, I ask that if you have an accident, no matter how slight, report it as you never know if the results can end up being more serious. There have been many cases of some simple injuries turning into very serious long term issues. Also remember to wear your PPE it can make all the difference.

I hope that everyone can enjoy the change of pace next week with co-workers and, if on vacation, with family.

If you have any questions please contact me at:

daniel.mills@cupe218.ca or 905-449-1240

"See you along the path"

DANIEL MILLS

Custodial/Maintenance 218

Certified Health and Safety Representative

CUSTODIAL MAINTENANCE

Almost through March and a month closer to warmer weather, the school year seems to be going fast.

We have had some calls regarding the 1% bonus. This bonus was paid out on wages from September 1/2014 to August 31/2015, including overtime. This was a lump sum payment for that time period and increases to wages will start September 1/2016. At that time, we will receive a 1% increase on hourly wage and another .05% on February 1/2017.

We have also had questions from floaters asking if they will receive the 1% lump sum. The Union and the Board have a different opinion on this matter. Central bargaining has a process when there is a difference in opinion on these agreements. The Union and the Board has sent paperwork to Central Dispute resolution. We will update the members as more information becomes available.

There have been questions regarding postings. The postings have been held up due to discussions between the Union and the Board. We hope to have this cleared up in the very near future and move forward with outstanding postings.

Please check our website www.cupe218.ca for any updates, the website is updated regularly.

Please remember if you are injured on or off the job, contact the Union office and keep them informed of the situation. This will help to avoid issues moving forward.

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

In Solidarity,

BRIAN BURD
bburd@cupe218.ca

NATALIE MELICH
nmelich@cupe218.ca

SEAN HEBERT
shebert@cupe218.ca

CATHOLIC BOARD - MARCH 2016

EDUCATIONAL ASSISTANTS

Dear Members!

We hope you all have a wonderful March Break and Happy St. Patrick's Day!

A reminder to all EA's to fill out and submit **ONLINE** the AdHoc Incident reports.

Also, if you are injured and fill out the WSIB Incident report, can you please **CONTACT** the CUPE office at 905-571-7879 to report this incident. We have CUPE representatives that work as Disability Management Reps and it is important for you to report and keep in touch with these reps.

CUPE and the Board will be meeting with the Central Dispute Committee in Toronto in the near future as sick time and retro pay for our LTO's and supplies is in dispute. We do not have a date yet but will keep you posted.

Please contact us with questions or comments.

Yours in solidarity,

MAUREEN MACINNIS

Chairperson

Whitby Schools - 905-571-7879

MAUREEN SUDDARD

Pickering/Ajax Schools - 905-571-7879

CARRIE BOISVERT

Oshawa/Northern Schools - 905-571-7879

CATHOLIC BOARD – MARCH 2016

SECRETARIAL/CLERICAL/TECHNICAL STAFF

Wow its March already.... Bring on Spring!

Employees with Health and Dental coverage are reminded that Extended Health Care and Dental care claims incurred in 2015 must reach Sun Life's claims department by March 30th, 2016. Submitting your claim well in advance of that deadline date will be paid out, but after Sun Life will not pay the claim.

On March 3rd the Board held a meeting for stakeholders to attend with Homewood Health (EFAP), which stand for Employee and Family Assistance Program. This program is free to all employees and their family if you have family coverage. There are a number of different programs within this such as Plan Smart, Counselling, and online Resources, and online courses you can take. The email address is www.homewoodhealth.com and the phone number is 1-800-663-1142. Contact information is 24 hour a day, 7 days a week and 365 days of the year. All information is confidential and everyone is guaranteed confidentiality within the limits of the law. You won't be identified to anybody, including your employer. The program is here for your help if required, and or just to research information for yourself or a family member.

If you have any concerns or questions please email or call one of us, as 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, March 20th, 2016 at 7:00 p.m. at the CUPE Office located at 2080 Wentworth Street, Whitby.

Enjoy the March Break if booked off, and if not booked off for holidays enjoy the quiet time while working.

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

PUBLIC BOARD – MARCH 2016

CUSTODIAL MAINTENANCE UNIT

Dear Sisters and Brothers,

March is finally here which means summer isn't far away. For those of you that aren't able to get away for March Break and are working please be careful with slips, trips and falls. If you have the unfortunate luck of experiencing a work place incident please remember to contact your Supervisor and the Union office.

We had bargaining on February 26th and March 3rd although we have met with the Board on a few occasions now and we have had some movement, bargaining is still moving slowly for all Public Board bargaining teams.

There are six Grievances going to Arbitration and possibly four additional Grievances as well. We were able to reach an agreement with the Board to resolve five Grievances.

When working over – time please ensure that the time worked reflects correctly on the time sheet that is submitted.

I would like to take this opportunity to wish a LONG time member of CUPE Local 218 a happy and well deserved retirement. Bill Howells has been a member of the Union for 41 years. We wish him all the best.

Yours in Solidarity,

Dennis Gibbs
Chairperson

BARGAINING COMMITTEE:

Bob Montgomery
Kurt Badgley
Diane Carder
Dan Fusco

STEWARDS:

Jamie Spencer
Jeff Goodwin
Wayde Johnstone
Mike Nixon
Dan Mills

Our Next General Membership meeting is Sunday March 27TH, 2016 at 7:00 p.m. at the CUPE office. Please plan to attend.

PUBLIC BOARD – MARCH 2016

CONTINUING EDUCATION

Last month our new member, Kasia, and Jane were able to attend the Ontario School Board Coordinating Committee (OSBCC) conference. We would like to thank our members who made it possible for us to attend the conference. At the OSBCC we learned useful information about the relatively new central bargaining process. Realizing the complexity of the process involving the school boards, the provincial trustees and the province helped us understand why our bargaining has been taking so long. It was interesting to learn that, as of the date of the conference, of the 114 educational bargaining units in CUPE, 55 of the 105 units, like us, have not come to a final agreement.

Many of you are wondering where we are in the bargaining process for Con Ed. You may recall that our last bargaining date was at the end of December. The next bargaining date we have been given by the board is March 29. During bargaining, we are not able to share details of the process so at this time you will need to trust that we have your best interest at heart.

A contentious issue for our members is applying, interviewing for our jobs and signing new contracts multiple times per year. Unfortunately, this is a bargaining issue and we are still required by the board to complete these steps until resolution of this issue is completed at the bargaining table.

The board has reinstated the use of Smart Find Express (SFE) for absences and distribution of work for supply staff. We realize that some members are not being called or receiving work regularly. We will be bringing this matter up again at our next labour management meeting, which is scheduled for March 22. Meanwhile, if you are not receiving calls to supply or feel you are not receiving an equitable number of calls, please contact one of your bargaining members.

As always, if you have any concerns that you would like us to address with management, please contact us so that we can add it to our Labour Management meeting agenda.

General membership meetings are once a month on Sunday evenings at the CUPE hall. I hope to see you on Sunday, March 20 at 7 pm.

In solidarity,
MAUREEN O'REILLY
Bargaining Chair
Public Board
Continuing Education

MAUREEN O'REILLY
moreilly@cupe218.ca

JANE BATTERINK
jbatterink@cupe218.ca

KASIA KASZTENNA
kkasztenna@cupe218.ca

EDUCATIONAL ASSISTANTS

RUMOURS - please don't listen to them. If you hear something and are questioning it, contact your area rep to get the correct information.

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

gmorrison@cupe218.ca

STEWARD--

LOVETTE MAY

lmay@cupe218.ca

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

lrichards@cupe218.ca

STEWARD--

FLO DAVIES

florence.davies@cupe218.ca

HIGH SCHOOLS - REP-- SUE WILKINSON

swilkinson@cupe218.ca

OSHAWA & HEALTH AND SAFETY- REP-- KELLY GAINER

kgainer@cupe218.ca

STEWARD-- DIANA JESTRATIJEVIC

diana.jestratijevic@cupe218.ca

STEWARD--

(Special Projects & Vice President) -- MARION MOORE mmoore@cupe218.ca

PD DAYS - as it stands right now, we DO NOT have 2 PD Days to be able to take off unpaid. That provision is in the Central Agreement. We are still in local bargaining. Once the Local Agreement has been completed and ratified, the Central and Local will become one Collective Agreement. The Board will choose which PD Days are to be designated as ones you are able to take as unpaid days.

SOMETHING TO THINK ABOUT - it is your own personal decision on whether you take the PD Days off but, we had to negotiate to have our PD Days as paid days. You also need to be aware that you will receive a letter asking if you wish to purchase back those days for your pension.

PUBLIC BOARD - MARCH 2016

SUCTIONING TRAINING - the shallow suctioning training will be a yearly mandatory training session for all EA's who are in Developmental Classes. Flex Base EAs as well as any supplies in schools the principals have designated will be required to take it as well. The April 8th PD Day has been designated for the training for this year. Sharon Wopereis has sent an email to all EA's who are required to attend this day with a time for either the AM or PM session.

CLASSES OPENING/CLOSING/MOVING - by now all EAs should have been told if the class they are working in is closing or moving. The Spec. Ed. Allocation committee will be meeting in April to go through placements/assignments of all EAs. Once we have received any information on the process/changes for this year, we will send the information to all EAs via their CUPE email addresses.

CUPE EMAIL - If you haven't set up your CUPE email yet, please do so. This is how we will be contacting everyone. There is a new computer system and once it is completed, when we send emails, it will go directly to your CUPE email. It will be much quicker than trying to look up personal email addresses.

If you have any trouble with your CUPE email, contact Sue Wilkinson
swilkinson@cupe218.ca

BARGAINING UPDATE - we were in negotiations on March 1st and have another date scheduled for March 24th. Bargaining is always a long process and both sides are working together to try and get the best outcome for all.

THANK YOU!!!!!! We've had many compliments on the fantastic job our EAs do! Your care for the students is noticed throughout the schools and on their smiling faces!

Wishing you all a wonderful March Break and a Happy Easter!

In Solidarity,

Lori, Kelly, Sue, Glen, Marion, Flo, Diana and Lovette

PS.....Don't forget to read Kelly's Health and Safety report.

PUBLIC BOARD – MARCH 2016

OFFICE/CLERICAL/TECHNICAL

BARGAINING UPDATE

Local Bargaining

At the time this newsletter had to be submitted, we hadn't yet had our March 8 and March 11 bargaining sessions. With a bit of luck, there will be some news to report by the time of the next newsletter.

GROUP 11, HEAD SECRETARY ELEMENTARY SCHOOL, JOB RE-EVALUATION

The board has agreed to another meeting to discuss this job re-evaluation on March 10. We still have our arbitration date on this matter, set in October. We are having these discussions in hopes that we can come to a resolve before actually going to arbitration. As with the bargaining note above, this newsletter had to be submitted before the meeting took place. I will report on the result at our next General Membership Meeting and in the next newsletter.

SURVEY FOR ELEMENTARY SCHOOL SECRETARIES

There will be a short Health & Safety Survey sent to your C.U.P.E. e-mail in the very near future. Please take the time to respond as this information is very valuable.

NEW HIRES

We would like to take this opportunity to welcome colleagues who are new to the Office/Clerical/Technical (O.C.T.) bargaining unit. We encourage you to contact your union rep below to find out what our union does and how we can be of assistance to you. If you're interested, we can help you to be involved through committees and/or educational opportunities. We would also strongly encourage you to come out to our General Membership meetings – the 4th Sunday of the month. This is a great way to keep informed about what goes on in our local.

GENERAL MEMBERSHIP MEETINGS

Our next General Membership Meeting will be at 7:00 p.m. on Sunday, March 20th at the union hall. Please come out and join us. This is a good way to find out what is happening in our unit as well as the others and freely ask questions. Have your voice heard by being present to vote on matters that concern you.

PUBLIC BOARD – MARCH 2016

MARCH BREAK

I wish all of you a fantastic March Break. Whether you're travelling or staying at home, I hope you have great weather and get to enjoy doing the things you like to do. If you're working, I hope you're able to accomplish your job at a more peaceful pace. Have a great one!

O.C.T. BARGAINING REPS

KAREN WHITE

Secondary Schools - kwhite@cupe218.ca

ANTONY NEMBHARD

Ed Centre - anembhard@cupe218.ca

RACHEL HUNTER

Elementary Schools - rhunter@cupe218.ca

CATHIE ROUSSEAU

Chairperson - crousseau@cupe218.ca