

APRIL 2016 NEWSLETTER



# MEMBERSHIP MEETING

**CUPE LOCAL 218 HALL  
7:00 P.M.  
SUNDAY, APRIL 24<sup>th</sup>, 2016  
2080 WENTWORTH ST.  
WHITBY, ON**

[CUPE218.CA](http://CUPE218.CA)

[TWITTER.COM/CUPE218](https://TWITTER.COM/CUPE218)

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## PRESIDENTS MESSAGE

Dear Sisters and Brothers,

Mid-April and still waiting for warmer weather. Fingers crossed it's here soon!

As I have stated in my previous newsletters - "Bargaining is moving ahead at the Public Board". I know it's not much of an update, but given the fact that it is a confidential process I am limited to what I can disclose. This is a totally different round of bargaining given the fact it is a two tier bargaining process. When the parties meet to bargain and a proposal is tabled by either side and one side or the other deem the proposal to be central in nature and the parties cannot agree, the issue is then sent to the Ontario Public School Boards Association (OPSBA) for clarification, which in itself is a time consuming process. Once a decision comes back indicating whether the parties can or cannot bargain the issue in dispute locally the parties either withdraw the proposal if it is a Central issue or commence bargaining if it is deemed local. Please bear with us as we work hard to achieve local agreements. We are getting down to the more contentious issues with many scheduled bargaining dates ahead.

On Saturday April 9<sup>th</sup>, 2016, your Executive attended a meeting in Toronto regarding our proposed Benefit Trust. In my March newsletter I had indicated that a decision would have to be made by May 1<sup>st</sup>, 2016. The OSBCC (Ontario School Board Coordinating Committee) has asked the Province for an extension on the May 1<sup>st</sup> date to allow the working committee more time to obtain data from the many plans throughout the province. Once the province has made a determination I will pass it along to you.

It is with mixed emotions that we bid farewell to Sister Betty Sommer's. Betty has been a National Servicing Representative assigned to Local 218, servicing the Durham Public Board, since 2003. I would like to take this opportunity to thank Betty for the dedication to our Local and wish her all the best in her retirement.

I would like to welcome Sister Debbie Oldfield, who has replaced Betty. I am looking forward to working with Sister Oldfield. Debbie brings with her a wealth of knowledge and will be an asset to our Local.

Our next General Membership Meeting will be Sunday, April 24<sup>th</sup>, 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



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## VICE-PRESIDENT'S MESSAGE

### **Spring is finally here:**

As we change our clocks, and check our smoke and carbon monoxide detectors, please give thought to another area of your life that may need attention:

### **SOMETHING TO THINK ABOUT:**

Please ensure that your beneficiary designations are up-to-date. Even though we all hope we will be around forever, it is really important to ensure that we have given some thought to who we have on record as our designated beneficiary for our pension and for our life insurance, as they are two separate things, both very important to our loved ones.

**OMERS Pension:** If you die before retirement, OMERS pension benefits are payable to your spouse; if no spouse then to your eligible surviving children; if neither are applicable, then funds would be payable to your designated beneficiary.

Life Insurance is payable to whomever you have designated as your beneficiary and is not part of your estate.

Once we have made our initial designation when we first sign our documents as new employees, we often just forget about. It is very important to review it once in a while to make sure that we have taken into account any changes in our lives that could impact these important funds for our survivors.

Our next General Membership Meeting is Sunday, April 24<sup>th</sup>, 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

[mmoore@cupe218.ca](mailto:mmoore@cupe218.ca)/ 905-571-7879

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## DISABILITY MANAGEMENT

### ***Mental Health:***

I would like to share with you a little article around the stigma of mental illness. The only shameful thing about mental illness is the stigma attached to it. A lack of understanding when it comes to these disorders can leave sufferers feeling isolated and hopeless. Only 25 percent of people with mental health issues feel that people are caring and sympathetic toward their struggles. There are many people who are fighting against the stigma associated with mental illness — but sometimes it can be hard to remember that in a world full of bias.

**Just remember you are not alone.**

*“From the outside looking in, it’s hard understand.  
From the inside looking out it’s hard to explain.”*

### ***WSIB:***

If you are unfortunate and sustain a work place injury please read the following and as well contact the CUPE Office.

### **As repeated in previous News Letters:**

If you are called to a meeting regarding WSIB or Disability Management please contact the Union to notify your WSIB/Disability Management Representative. Do not attend these meetings by yourself. Also, if the employer gives you a medical to have filled out please notify the CUPE Office before you take it to your doctor. Wording of the medical is very important and may not be in your favour to support you being off or returning to work.

When reporting an accident or injury please notify the employer/supervisor, as well as the Union. It is equally important to notify the Union. Delays in reporting could result in a worker not receiving monies and/or benefit entitlement. If you have an accident and cannot reach your supervisor call the Board office at the earliest possible time and if no answer leave a voice message of time and date of accident and where you can be reached. *Also, seek medical attention right away. If you cannot get into see your family doctor that day, then go to emerge or a walk-in clinic.*

**Also, any medical or documentation you receive from/or need to submit to either the employer or WSIB please share this info with the Union as well. We want to provide the best representation possible and by not sharing this information prevents the Union from doing so. Due to the Unions workload the onus must be on the employee to provide us this information especially in regards to time limits.**

### **Steps to follow in case of injury**

**1. Report any incident immediately**



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You should report all accidents/incidents immediately and give a detailed explanation to the employer/supervisor and your Union representative as soon as possible.

- Report the injury properly
  - ✓ Where it occurred
  - ✓ When it occurred
  - ✓ Type and cause of injury
  - ✓ Full names of any witnesses
  
- Be consistent in your reports
  - ✓ Consistency in reporting is extremely important. You may have to report your injury/incident many different times, for example to first aid, the WSIB, a supervisor or manager, hospital admittance, an emergency room doctor or specialist, etc. The Workplace Safety and Insurance Board (WSIB) will receive a copy of every one of these reports, so it is important that each report contain the same information.
  - ✓ Some injuries do not take effect on the body until later that evening, the next day, or possibly the next week. Therefore, it is critical to report and document all accidents/incidents.

## **2. Make Note of any witnesses**

Ask any witness to the accident/incident to write down what they saw. They should include the time and date on their statement and they should also sign it. This is acceptable proof of an injury and especially important if the injury is not visible or if there is a delay in reporting. In most situations, the onus is on the injured worker to prove that the injury “arose out of and in the course of employment.”

## **3. See a doctor**

Once you have made your report, see your family doctor, a walk-in clinic, emergency etc.... as soon as possible after the accident/incident (the day of injury is recommended).

## **4. Inform your Union Rep**

Your WSIB Representative at the Union office would like to check your Form 7 for errors. Mistakes in your wages or other incorrect information could cause problems with your claim. You should send a copy of your Form 7 to the Union office as soon as possible if you believe information is not correct. The Union will then contact the employer to discuss the errors.

## **5. Let people know about the pain you feel**

It is important tell co-workers, management, the attending physician and nurse about your pain. This helps establish and documents injuries that may seem, at the time, inconsequential. Continuity of complaint may help you substantiate your claim later.

## **6. Keep copies of all correspondence**

It is crucial that you keep a copy of all correspondence regarding the injury, including

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prescriptions, doctor's notes, forms and letters. If you have verbal contact with WSIB or the employer it is a good idea to make a short note of what both parties said, including the time and date of the call - this is done at WSIB, employer and the Unions end.

### **7. Stay calm**

It may be extremely difficult at times, but when talking to the WSIB representatives you should try and stay calm. Getting angry and threatening the WSIB case manager will not benefit you in any way. It is important to remember that the Workplace Safety and Insurance Board documents all telephone calls you have with them.

### **8. What medical information do I need to supply to the Employer**

You should only provide medical information as it directly relates to your functional capacity to perform your job.

Doctors are required to fill out a **Functional Abilities Form (F.A.F)**. This form is to assist workers in an early and safe return to work. Doctors are only to provide information regarding an injured workers functional abilities. This information describes what you can do at work and what you cannot do because of your injuries. Inform your doctor that your employer has a modified return to work program. If your doctor feels you cannot return right away, make sure your doctor writes this on the form.

### **Return To Work**

Return to Work is a proactive approach to helping workers return to safe and productive work activities as soon as it is physically possible. It involves the employer, the worker, the Union, health care providers and or WSIB or your Insurance provider.


Whether you are off due an occupational or non-occupational injury illness you have the right to be accommodated.

### **Early and Safe Return to Work (ESRTW)**

Safe and Early Return to Work is a proactive approach to helping workers return to safe and productive work activities as soon as it is physically possible. It involves the employer, the worker, the Union, health care providers and or WSIB or your Insurance provider.

Whether you are off due to an occupational or non-occupational injury illness you have the right to return to work regardless of your in injury or illness.

There are many benefits to the worker in participating in Safe and Early Return to Work:

- Maintained employment relationship that provides job security, self-worth, and financial independence.
  - Maintained financial benefits, including pension, medical and dental plans, insurance coverage and vacation credits.
  - Maintained contact with co-workers and friends.
  - Focused interests on the workplace and not the disability.
  - Reassurance that they are valuable workers.
  - Maintained dignity and self-worth by remaining productive.
  - Alleviated feelings of dependency and lack of control, by participating in the development of their own Return to Work Plan.
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- Maintained job skills.
  - Minimize loss of physical fitness and muscle tone due to inactivity.
  - Removal, or at least reduction, of uncertainty about the future since Return to Work Plans provide action plans with goals, time frames and processes that will assist in returning the injured worker to full employment.
  - Earlier resumption of “normal” life supporting family members, financially and emotionally, and participating in leisure and social activities.

If you have any questions or concerns regarding Disability Management call the CUPE Office (Numbers listed below) and we will be pleased to assist you.

The Committee members can be reached through the CUPE Office.  
Phone: 905-571-7879 or Toll free 1-888-571-0218 Fax 905-571-4102

**Catholic Board /Public Board**  
Marion Moore

**Public Board**  
Jamie Spencer  
Lori Richards  
Dennis Gibbs (interim)

In Solidarity,

**JAMIE SPENCER**  
Disability Management Coordinator

*“Never look down on anybody unless you’re helping them up”*



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## HEALTH AND SAFETY EDUCATIONAL ASSISTANTS – PUBLIC BOARD

**Health and Safety Training:** on the April 8<sup>th</sup> PA day you should have received the Health and Safety training mandated by the DDSB. This training should have been done during a staff meeting and there were 3 modules. Please let me know if you did not receive this training.

### Workers have the right to:

- Know about workplace hazards and what to do about them.
- Participate in solving workplace health and safety problems.
- Refuse work they believe is unsafe.

### Workers must:

- Follow the law and workplace health and safety policies and procedures.
- Wear and use the protective equipment required by their employer.
- Work and act in a way that won't hurt themselves or anyone else.
- Report any hazards or injuries to their supervisor.

Employers must NOT take action against workers for following the law and raising health and safety concerns

**Speak up** - Speak/email your admin if you are concerned for your safety and are dealing with violence, ask for a debriefing after incidents, file all reports (refer to the EAs Go To Guide for Health and Safety), 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. Ask if there are any other safety risks that you should be aware of. Whenever meeting with your principal bring a pad and pen to take notes. **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!**

**Foot wear:** Now that the warmer weather is coming (well let's hope that it is) help prevent slip, trips and falls - the recommended footwear for Educational Assistance is to choose footwear that is "tailored to the task"

**Appropriate Footwear** • totally enclosed, flat or low heeled, slip-resistant or non-slip soles.

**Inappropriate Footwear** • flip flops/beach shoes, foam clogs ("Crocs"), open-toed/open-backed shoes, heels greater than 1.5", spiked or unstable heels, platform shoes (with soles greater than 1").

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.

Stay Safe,

**KELLY GAINER**

Health and Safety Rep, Public Board

[kgainer@cupe218.ca](mailto:kgainer@cupe218.ca)





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## HEALTH AND SAFETY CUSTODIAL MAINTENANCE - PUBLIC BOARD

Happy Spring to everyone it seems like it might finally be here later this week.

Now that the warmer weather is on our way it is time to clean up all the debris left behind from the winter season. Remember to wear a good thick pair of gloves when picking up the debris as there may be broken glass and other sharp objects that can cause injury. If it happens that you do get injured be sure to report it.

The working at heights roof top review is an ongoing progress and is at the review stage. The health and safety department and I are looking at a reach tool to be used on our roofs when required to get balls and debris from the roof drains. All custodians are to be trained in working at heights and it is ongoing.

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. Our chemical ES-65 has been renamed ES-65h and there is a change in the formulation. A new MSDS sheet will be required and should come with the order. The health and safety department is looking into it to ensure no issues arise from the changes.

I have been very privileged to be named to the Provincial Working Group for Health and Safety where we get the chance to discuss many issues that affect all our members with government staff and in hopes to make changes to some of the hazards that we all face.

Remember that there is to be no non-board chemical in our schools as per a memo sent out to all schools.

If any questions please contact me and as always remember documentation trumps conversation and be safe.

**DAN MILLS**

[dmills@cupe218.ca](mailto:dmills@cupe218.ca)

905 449 1240



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## SOCIAL COMMITTEE CUPE LOCAL 218

I would like to re-introduce everyone to the CUPE Local 218 Social Committee.

Spring is finally in the air and hopefully we've seen the last of the snow until next winter.

We have three events lined up for this year including the Golf tournament, Kids Christmas party and a Christmas dance.

The Golf Tournament will be held on **Saturday June 25th** at the Airport Golf Course in Oshawa.

It is a 4 Person Best Ball tournament and the cost is **\$50 per person**. Friends and family are welcome. If you would like a golf cart there will be an extra \$16 charge each at the golf course. There are a limited amount of carts, so anyone playing needing a cart, please contact the golf course to reserve yours early.

We will have a 50/50 draw, prizes and a dinner. It will be a great day to get out and have some fun in the sun. So get your 4 person team together and contact one of the Social Committee reps to let them know you would like to play. We do need to know the number of golfers by mid-May so that we can relay this information to the golf course.

**Please make your cheques payable to CUPE Local 218.** These can be sent in an inter-office envelope to the CUPE 218 Union hall, or given to one of our Social Committee reps.

If you have any questions, please contact one of your reps.

In Solidarity,

**KEN WILKINS** - Social Committee Chairperson  
[kenneth.wilkins@cupe218.ca](mailto:kenneth.wilkins@cupe218.ca)

**BOBBY MONTGOMERY**  
[bmontgomery@cupe218.ca](mailto:bmontgomery@cupe218.ca)

**NATALIE MELICH**  
[nmelich@cupe218.ca](mailto:nmelich@cupe218.ca)

**BRIAN BURD**  
[bburd@cupe218.ca](mailto:bburd@cupe218.ca)

**GLEN MORRISON**  
[gmorrison@cupe218.ca](mailto:gmorrison@cupe218.ca)

**JOHN ALLAN**  
[john.allan@cupe218.ca](mailto:john.allan@cupe218.ca)



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## CUSTODIAL/MAINTENANCE CATHOLIC BOARD

Dear Sisters and Brothers,

The Executive and unit chairs attended a meeting Saturday, April 9<sup>th</sup> in Mississauga regarding (ELHTs) Employee Life and Health trusts which came out of the last round of Central bargaining. CUPE had a deadline of May 1<sup>st</sup> to inform the Province if they want to move forward with administering (own) this plan. CUPE has asked for an extension since they are still in the process of Due Diligence and looking for an accurate FTE count province wide. If feasible, CUPE would be the administrator of this plan Province wide for all CUPE education workers and not the local Boards. We will keep you updated on progress.

We have 1 outstanding policy grievance under Article 2.04, with our grievance hearing date being April 19<sup>th</sup>.

As you are all aware, the uniform vouchers should be received in the next few days. We understand that there will be more choices added to the list this year.

The Social Committee has set up a golf tournament for June 25<sup>th</sup> at the Airport Golf Course. Prizes and Dinner for all those registered. Please check the CUPE website for details and join us if possible.

The Committee is also planning other events throughout the year. This is a good time to join in with your Union Sisters and Brothers.

Please remember that if you have had an injury at work, please report it to your Supervisor and the CUPE office. No injury is too small to report. If you are away from work due to an illness under Doctors care, please also keep the CUPE office informed. They can help with any questions or concerns you may have.

As always, please contact one of your reps below with any questions or concerns.

In Solidarity,

**BRIAN BURD**  
[bburd@cupe218.ca](mailto:bburd@cupe218.ca)

**NATALIE MELICH**  
[nmelich@cupe218.ca](mailto:nmelich@cupe218.ca)



**SEAN HEBERT**

[shebert@cupe218.ca](mailto:shebert@cupe218.ca)

**DAVE SLATER**

[dslater@cupe218.ca](mailto:dslater@cupe218.ca)



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## SECRETARIAL/CLERICAL/TECHNICAL STAFF CATHOLIC BOARD

Spring weather is coming when we are starting to talk about Golf Tournaments. Yes, CUPE Local 218 is hosting a Golf Tournament on Saturday, June 25<sup>th</sup>, 2016, at the Airport Golf Course in Oshawa. Look up the CUPE Local 218 website if you're interested in joining a day of fun in the sun on the golf course!!

We have 2 Policy Grievances, Step II, to be heard on April 14<sup>th</sup>, 2016.

Don't forget that April 15<sup>th</sup> is a P.A. Day for the school secretaries to attend workshop off site at different locations. Enjoy your day. Your Bargaining committee will be looking into having a P.A. Day next year for **all SCT** unit members together on the same day and hosted at the same location together. It's always nice to be able to put names to faces for the newer people and to meet and see one another once and a while.

As I have stated in a past newsletter, if you're off sick from work try to keep your own records of the dates and why you were absent. Keeping these records will help when going over your own absent records, as it's very easy to key in the wrong code on the Board's system. Having your own records will help with less headaches trying to think of was I off and why?

Your Bargaining Committee had a Labour Management meeting with the Human Resources Department which was held on March 22<sup>nd</sup>. There was discussion on items that were past practice with this Board which now the HR department are looking at different ways of doing things. Your Committee was not impressed with the meeting and it was stated to the Board the Union's serious concerns.

Please remember when filling out your holiday forms for your Principal to approve, it still has to go to the Human Resources department for final sign off. As some of you may have just learned your Principal isn't the only one who has to approve and sign off before your dates can be booked off. Please keep copies of all of your paperwork.

Human Resources had a Confidentiality Agreement form they were asking CUPE members to sign off on. The Union has **stopped** this form - please do not sign anything regarding this matter until we have stated we agree with that form/paperwork.

If you are sending emails to H.R. regarding Union questions please c.c. myself as your Unit Chairperson. That way the Union is aware and can keep on top of any issues you may be having.

If you are hurt/injured on the job, please let your Supervisor and/or Principal know as soon as it has happened. There is paperwork to be filled out for your own protection due to that injury. Letting the CUPE office know of your injury as well will allow us to be able to watch out for all paperwork that is required.

Thinking of retiring? If so, please don't forget to send in your notice to the Human Resources

Department and the CUPE office.

If you have any concerns or questions please email or call 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, April 24<sup>th</sup>, 2016 at 7:00 p.m. at the CUPE office located at 2080 Wentworth Street, Whitby.

Think warm weather... its coming!

Yours in Solidarity,

**KAREN ULRICH**, Chairperson  
[kulrich@cupe218.ca](mailto:kulrich@cupe218.ca)

**MIKE MORRIS**, Bargaining Committee  
[mmorris@cupe218.ca](mailto:mmorris@cupe218.ca)

**NIKKI SPIERS**, Bargaining Committee  
[nspiars@cupe218.ca](mailto:nspiars@cupe218.ca)

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## CUSTODIAL MAINTENANCE UNIT PUBLIC BOARD

Dear Sisters and Brothers,

I hope everyone had a nice March Break and a wonderful Easter weekend.

The weather is starting to get warmer but we are still having cool nights which means there is still a chance for slips, trips and falls so please be careful and aware of your surroundings. If you have the unfortunate experience of having an injury please make sure that you contact your Supervisor and the Union office.

We had bargaining April 8<sup>th</sup> and our next day in bargaining is May 10<sup>th</sup>. Although we have had some movement and have agreed on a few items the movement is slow. We have been assigned a new National Representative, Debbie Oldfield, and we are pleased to have her as a part of our team. I would like to wish Betty Sommers a happy and well deserved retirement. Betty has been our National Representative for quite some time.

We have our Committee meeting on April 21<sup>st</sup> and Labour Management meeting on April 26<sup>th</sup>. At our Labour Management meeting we will be discussing concerns that have been brought forward by the members and concerns which the Bargaining team has.

There are six Grievances which have been scheduled for Arbitration and we have five Grievances on-going plus one Grievance in Abeyance. I have had communication with the DDSB in regards to the LETTER OF INTENT G.P.S and I am hopeful that the DDSB will be submitting their response at our next Labour Management.

There are two new internal Maintenance postings, PAINTER and GENERAL MAINTENANCE if you are interested in these postings please try and answer all areas of the posting so that the DDSB can get a good idea of your qualifications and don't forget to print or save the confirmation that your application was received.


All postings can now be viewed on our Union web site at [www.cupe218.ca](http://www.cupe218.ca)

Our Social committee is back in action, CUPE LOCAL 218 GOLF TOURNAMENT June 25<sup>th</sup>, 2016 - you can view the details on our web site.

I would like to take this opportunity to send out our condolences to anyone that has suffered a loss of a loved one.

Yours in Solidarity,

**DENNIS GIBBS**  
Chairperson  
[dgibbs@cupe218.ca](mailto:dgibbs@cupe218.ca)



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**BARGAINING COMMITTEE**

Bob Montgomery  
Kurt Badgley  
Diane Carder  
Dan Fusco

**STEWARDS**

Jeff Goodwin  
Wayde Johnstone  
Mike Nixon  
Dan Mills  
Jamie Spencer

Our Next General Membership meeting is Sunday April 24<sup>th</sup>, 2016 at 7:00 p.m. at the CUPE office. Please plan to attend.

2080 Wentworth Street, Whitby, Ontario L1N 8W9  
Phone No. 905-571-7879/Toll Free 1-877-571-0218  
Fax No. 905-571-4102  
Email [office@cupe218.ca](mailto:office@cupe218.ca) website: [www.cupe218.ca](http://www.cupe218.ca)



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## CONTINUING EDUCATION

Dear Sisters and Brothers,

I know that sometimes, from your perspective, it may feel like nothing is happening in terms of improving our workplace. For me, that is far from true. However, I have to admit that changes take a long time which can be very frustrating. So what is happening?

*Grievances:* It was exactly a year ago when we lost some jobs and employment hours. We filed grievances and have just been given a date for arbitration. (That date is not until the end of next year, hence the frustration, but we will have an independent arbitrator make a ruling on all the grievances that we filed and we are thrilled that for the first time we can go through this process.)

*Raises in Pay:* Our members are asking when the raises in pay will materialize. A raise is coming. (This was outlined in a previous newsletter and many of you attended a Saturday meeting to vote on that raise.) The raise, which will be retroactive, does not come into effect until bargaining is complete.

*Bargaining:* Yes, we are in bargaining. Our last meeting was March 29<sup>th</sup>. We will continue the process on April 28<sup>th</sup> and 29<sup>th</sup>. We have made progress at the bargaining table and look forward to two consecutive dates of negotiations for the first time ever.

*Benefits:* Benefits cost money, and as such, have to be negotiated between CUPE and the province at the central table. It is not for our local table, but just this Saturday I have learned at a CUPE meeting in Toronto that our Union has spent the last few years working with a team of CUPE members, actuaries and lawyers to explore the possibility of a *Provincial Benefits Program* for all CUPE education workers in the province. This is a difficult decision for many CUPE leaders across the province as they have already negotiated benefits. As we do not have any, I see it as a win-win situation for us, similar to the past occurrence, when becoming a part of CUPE ensured our employer had to give us 11 sick days and short term sick leave. I will keep you posted!

*Leadership:* Our CUPE national representative, Betty, has retired, but we were very fortunate to have the guidance of Linda Newman in the interim. Now, our new representative, who, among other things, will lead us in bargaining, is Debbie Oldfield. The name may sound familiar to you if you met with us during the process of organizing our unit, because she worked with us on unionizing Con Ed. I am thrilled to work with her again. I expect great support in our efforts, having heard wonderful things about her skills at the bargaining table.

Interviews for the period April 1<sup>st</sup> to the end of June were conducted at E.A. Lovell and in Pickering the week after March break. The turnaround time for Board postings is short, only five days (which we are told is standard for the Board), so be sure to be vigilant towards the end of each contract. Also, while we would love to no longer have to apply and interview for our jobs

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three times a year, right now this is the system we have been given, and we need to make the best of the process.

General membership meetings are once a month on Sunday evenings at the CUPE hall. I hope to see you on Sunday, April 24<sup>th</sup> at 7 pm.

In solidarity,

**MAUREEN O'REILLY**

Bargaining Chair  
Public Board  
Continuing Education

**MAUREEN O'REILLY**

[moreilly@cupe218.ca](mailto:moreilly@cupe218.ca)

**JANE BATTERINK**

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

**KASIA KASZTENNA**

[katarzyna.kasztenna@cupe218.ca](mailto:katarzyna.kasztenna@cupe218.ca)



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## EDUCATIONAL ASSISTANTS PUBLIC BOARD

**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](mailto:gmorrison@cupe218.ca)

**STEWARD--** LOVETTE MAY [lmay@cupe218.ca](mailto:lmay@cupe218.ca)

**WHITBY/NORTH:** **REP --** LORI-ANN RICHARDS (**CHAIR**) [lrichards@cupe218.ca](mailto:lrichards@cupe218.ca)

**STEWARD--** FLO DAVIES [florence.davies@cupe218.ca](mailto:florence.davies@cupe218.ca)

**HIGH SCHOOLS:** **REP--** SUE WILKINSON [swilkinson@cupe218.ca](mailto:swilkinson@cupe218.ca)

**OSHAWA:** **REP--** KELLY GAINER (**H&S REP**) [kgainer@cupe218.ca](mailto:kgainer@cupe218.ca)

**STEWARD**


-- DIANA JESTRATIJEVIC [diana.jestratijevic@cupe218.ca](mailto:diana.jestratijevic@cupe218.ca)

**STEWARD--**(Special Projects & Vice President)

-- MARION MOORE [mmoore@cupe218.ca](mailto:mmoore@cupe218.ca)

**IMPORTANT INFO**—will be coming soon regarding the new program we will be having, bargaining update, OSBCC updates and end of year EI codes etc. so please make sure you are registered with the CUPE website. You can have this email forwarded to another email address (not the DDSBs though), or another one forwarded to your CUPE email address. We all need to be using the CUPE email address.

**STAFFING UPDATE**—we had a Labour Management meeting on April 7<sup>th</sup> and discussed the timelines for staffing. These dates are guidelines so don't panic if they aren't exact when the time comes.

- Letter to go out for the Surplus/Transfer List April 4, 2016.
  - Replies of yes, you would like to be on the list go back to Sharon Wopereis by April 11<sup>th</sup>, 2016.
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- Allocation meetings to determine staffing for each school.
  - Staffing will be sent to all Principals on Monday May 23<sup>rd</sup>, 2016.
  - Your Principals will notify you of your position that week.
  - If you have a change in assignment and wish to place yourself on the Surplus/Transfer list, that is to be done by May 26<sup>th</sup>, 2016.
  - Surplus/Transfer list is emailed to those on it Monday May 30<sup>th</sup>, 2016.
  - List of your choices to be returned to Sharon by Friday June 3<sup>rd</sup>, 2016.
  - You should receive notice of your placement by Friday June 10<sup>th</sup>, or shortly after.

**NEGOTIATIONS**—it seems to be moving slowly but we are getting closer on many of our issues. Hopefully within another date or 2 we will have reached a tentative agreement.

**A FEW REMINDERS**—read Kelly's Health and Safety report

- We should not be filing for our Serts/Head of Special Education—especially OSRs. If it is found that EAs are in the ARs and doing work for them rather than supporting the students we were hired to work with, the school will lose that EA position. It has happened already so be mindful of this.
- We are not to be driving students—under any circumstance.
- School Liaisons are not Union Reps and do not attend meetings with you. If you have any issues, they will advise you to contact the Union Rep for your Area.
- An email was sent to everyone's CUPE email address a bit ago stating- we are hourly employees and therefore are able to take off the time needed for appointments in order to minimize our sick time, E.g., If you only need an hour—you do not have to take off ½ day. There was a chart attached with the email that helps explain the times. If you have any problems, please contact your Area Rep.
- Please continue to notify me (Lori), via email if you have not been replaced when off for any reason. The board has hired a new group of supplies and we are hoping this will help with some of the shortages we have been experiencing.
- If you have any issues at your school, you need to speak with your Principal. They are your direct Supervisor and the person you need to go to. Send them an email if that is easier for you. We have to follow the proper process. If you come to us with an issue, the first thing we will ask is.....have you spoken with your Principal? If you feel you have not received any results from this step, send us an email and we may have a suggestion or can help you with the next step.

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THE SUNNY/WARM DAYS ARE QUICKLY APPROACHING! Finally, summer is on its way!  
Smile, laugh, enjoy and please stay safe!

In Solidarity,

Your Bargaining Committee--- Kelly Gainer, Glen Morrison, Sue Wilkinson and Lori-Ann (Lori)  
Richards

Stewards---Flo Davies, Lovette May, Diana Jestratijevic and Marion Moore

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## OFFICE/CLERICAL/TECHNICAL PUBLIC BOARD

I hope everyone was able to enjoy the March Break and long weekend that followed. It was nice to ease back to work with two, four day weeks. Now we just need for this winter weather to end. Bring on the warmth and sunshine!

### **BARGAINING UPDATE**

#### Local Bargaining

We have had 2 more bargaining sessions on March 8 and March 11<sup>th</sup>. The process seems very slow, but we are making a little bit of progress. Our next bargaining sessions will be held on April 12<sup>th</sup> and May 12<sup>th</sup>.

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

The board had agreed to another meeting to discuss this job re-evaluation on March 10<sup>th</sup>. Unfortunately, the result was they were unwilling to budge on their position. We still have our arbitration date on this matter, set in October.

### **DIFFICULT SITUATIONS**

Sometimes it happens that a traumatic event takes place at your workplace. Whether you're directly involved or not, the union would like to be made aware. We want to ensure that our members know they have union support.

### **GENERAL MEMBERSHIP MEETINGS**

We only have 2 General Membership meetings left until the end of the school year. Our next meeting will be at 7:00 p.m. on Sunday, April 24<sup>th</sup> and the last one will be Sunday, May 29<sup>th</sup>. Please join us.

### **ALL LEADERS MEETING**

On Saturday, April 9<sup>th</sup>, our executive attended the O.S.B.C.C. all Leaders Meeting to discuss the possibility of a C.U.P.E. school board members' benefits plan. Currently, all school board C.U.P.E. members have different plans with their boards. The hope is that they will be able to make improvements to everyone's benefits at a reduced price, as we will be a large group. They have many experts looking into the benefits as well as how this plan would be administered. As one can imagine, this is a mammoth task. When some concrete options are available, we will be meeting again to vote on them.

### **O.C.T. BARGAINING REPS**

If you have any questions or concerns, please contact your rep below, through your



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CUPE e-mail or personal e-mail address. Please do not use your board e-mail for union business.

**KAREN WHITE** – Secondary Schools  
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**ANTONY NEMBHARD** – Ed Centre  
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**RACHEL HUNTER** – Elementary Schools  
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**CATHIE ROUSSEAU** – Chairperson  
[crousseau@cupe218.ca](mailto:crousseau@cupe218.ca)