

MAY 2016 NEWSLETTER



MEMBERSHIP MEETING

**CUPE LOCAL 218 HALL
7:00 P.M.
SUNDAY, MAY 29TH, 2016
2080 WENTWORTH ST.
WHITBY, ON**

CUPE218.CA

TWITTER.COM/CUPE218

PRESIDENTS MESSAGE

Dear Sisters and Brothers,

It's that time of year again where we start to set our sights on warm weather and summer vacation plans. Bring it on!

On the bargaining front at Durham Public we are very close to getting tentative agreements with 3 of the 4 bargaining units. We have bargaining dates on May 10th, 2016 with the Custodial/Maintenance unit and May 12th, 2016 with the Office/Clerical/Technical unit. We are hoping to squeeze in a date with the Educational Assistants unit as well in an effort to wrap things up. The Con Ed unit has no scheduled dates at the present time as we are waiting for responses from the Central Dispute Resolution process before we can move forward with this unit.

Our office has had many calls regarding the Retirement Gratuity payment. This payout was negotiated at the Central table and is an offset proposed by the Province. It is voluntary and if you choose not to take part in it you still have access to your gratuity at your normal retirement date or your 90 factor. If you still have questions or concerns please contact the CUPE office.

In my last newsletter I reported about the (ELHT) Employee Life and Health Trust and CUPE requested an extension to the May 1st, 2016 deadline. The Province has agreed to an extension as CUPE continues to compile data. As a critical part of this process the next step is a survey to be completed by all CUPE education workers across the Province. This survey can be found on our 218 website. This is an opportunity to have input to what your benefit needs, preferences and expectations are. It is a 100% confidential process. Please take the time to complete the survey.

This is our last newsletter until September. I would like to thank you all for your ongoing support. It has been a difficult year and we are standing strong as a Local. I take great pride in my role as your President and look forward to working with you and for you in the days ahead. Thank you all for everything you do every day in your roles and our partnership in education.

Wishing you all a safe, healthy and enjoyable summer!

Our next and last General membership meeting will be May 29th at 7 p.m. at the CUPE office. Please plan to attend.

In Solidarity,



ROD KING
President
CUPE Local 218



VICE-PRESIDENT'S MESSAGE

Our next General Membership Meeting is Sunday, May 29th, 2016 at the CUPE office, 2080 Wentworth St., Whitby, at 7 p.m. Please plan to attend.

The general membership meetings are the business meetings of the Local. The meeting is chaired by the Vice-President of the Local and the meeting format follows parliamentary procedure.

Call Meeting to Order
Roll Call of Officers
New Members
Read and Approve Minutes
Matters Arising from the Minutes
Treasurer's Report
Communication and Bills
Executive Committee Reports
Committee Reports
Nominations and Elections (if needed)
Unfinished Business
New Business
Good of the Union
Adjournment


The meetings are up to 2 hours in length (as laid out in the By-laws). Under committee reports is where the chairperson of each of the 7 bargaining units give a detailed report about issues that pertain solely to their bargaining unit. This is where information is passed on to the membership about important issues that affect you in your job site. The general membership meetings are a good place to meet the bargaining representatives who represent you.

If you want to know what's happening in bargaining – this is the place to come. Be informed.

In Solidarity,

MARION MOORE

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



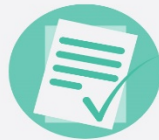
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Connecting Mental Health Problems to Solutions

Stressed, anxious or depressed?
Go to: feelingbetternow.com/otip



Assess your
mental health



View your
action plan



Access your
self-care
toolbox

Resources in *Your Toolbox* include:



Helping
Yourself



Stress
Reduction



Helping
Others

www.feelingbetternow.com/otip



DISABILITY MANAGEMENT

As this will be our last Newsletter until September I would like to take this opportunity to wish everyone a safe and enjoyable summer.

As the same in previous years the CUPE Office is open over the summer and is business as usual in Disability Management.

MENTAL HEALTH:

As our lives becoming more demanding and complicated we sometimes become overwhelmed with unexpected and uncontrolled situations, i.e. financial burdens, relationship issues, workplace stressors, death of a friend or loved one or health related concerns, etc....and at the same time trying to balance our work and family responsibilities. This can be a very stressful time and may seem things are out of control and there is no light at the end of the tunnel.

There are steps you can take ease the pressures, i.e. see your Physician, ask for a referral to a specialist (Psychologist), and/or contact the EAP.

There is a light at the end of the tunnel if you take the initiative. **Just remember you are not alone.**

If you are feeling overwhelmed with the process, please feel free to call the CUPE Office and we will be more than happy to guide you through this very difficult time.

PUBLIC BOARD

EAP (Employee Assistance Program)-Warren Shepell
1-800-387-4765

CATHOLIC BOARD

HOMEWARD SOLUTIONS

www.homewardsolutions.com


1-800-663-1142

DISABILITY MANAGEMENT/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 form 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 advising of the time and date of the accident and where/how 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

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

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- 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.
 - 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”



HEALTH AND SAFETY EDUCATIONAL ASSISTANTS – PUBLIC BOARD

Health and Safety Training: *on the April 8th PA day you should have received the Health and Safety training. I have heard that some schools did not have this training. This training should have been for a half day either in the morning or afternoon and there were 3 modules. Please let me know if you did not receive the training.*

Take an active role in your own safety:

- **Foot wear** - Now that the warmer weather is here, 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”).
- **Speak to your principal** - If you have any health or safety concerns you need to speak to your principal to help resolve them.
- **PPE** – if you work with a student that has a BSP and requires that you wear PPE, then you must wear it. If you are not wearing it because it is not the right size or you feel that it is actually a trigger for the student, or for any other reason, then you need to speak to your principal about this and make him/her aware of the issues.

I would like to thank the membership for allowing me to attend the Golden Horseshoe meeting on May 6th. It was a great opportunity to network with other groups across Ontario in the Educations sector and also gave us a chance to inform the Ministry of Labour of our concerns. There was a lot of discussion on violence in the schools (student to staff) and these concerns were stressed to the Ministry of Labour.


As this is the last newsletter for the school year, I wish you all a safe and enjoyable summer.

Please don't hesitate to contact me if you have any health and safety concerns, I am here to help.

KELLY GAINER

Health and Safety Rep, Public Board
kgainer@cupe218.ca

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.



HEALTH AND SAFETY CUSTODIAL MAINTENANCE - PUBLIC BOARD

Hello to everyone,

Wow the school year is almost finished and the warm weather is starting to prevail. With that not only comes our vacation period but also our busiest time of year.

I would like just to mention a few things around this time of year for you to remember and be cautious and aware of.

When it comes to lifting any material or furniture please use proper equipment provided and the techniques from our SOP'S and use a partner if required.

Be mindful of boxes and containers for their weight as well as garbage as they may be deceiving and could cause serious injury. Reminder that 50lbs is a general guideline of the Board. Hopefully the Board will again put out the reminder memo of this, so all staff is aware and follows.

Now that all chiefs have received work at heights training please ensure that safe practices are followed by all staff as again we do not need to have any injuries and even the smallest fall can cause a serious injury. The Ministry of Labour is actually doing a blitz around falls of up to 3 meters.

I have included the Board's signs and symptoms of extreme temperatures which, if the weather man is right for a change, may be needed.

Lastly I would like to thank both the Membership and Executive of our local for all the support that has been given to me to pursue higher level training to be able to serve all better at our Local table but also at OSBCC and the Provincial Health and Safety Working Group table.

I wish everyone a fantastic summer. If anyone has questions or needs me, I am around for most of the summer and can be contacted at:

Phone: 905-449-1240

E-mail: gdmills67@rogers.com

"See you along the path"

DAN



SAFETY - EVERYONE'S RESPONSIBILITY

THE DURHAM DISTRICT SCHOOL BOARD
COMMITTED TO SAFETY

**LEARN TO RECOGNIZE THE SIGNS
AND SYMPTOMS OF
EXTREME TEMPERATURES**

Heat Rash

Red bumpy rash with severe itching

Sunburn

Red, painful, or blistering and peeling skin

Heat Cramps

Painful cramps in arms, legs or stomach, which occur suddenly at work or later at home

Fainting

Sudden fainting after at least two hours of work; cool moist skin; weak pulse

Heat Exhaustion

Heavy sweating; cool moist skin; body temperature over 38 C; weak pulse; normal or low blood pressure; person is tired, weak, nausea, vomiting, thirsty, panting or breathing rapidly; vision may be blurred.

Heat Stroke

Body temperature over 41 degrees C and any of the following - weak, confused, upset, acting strange, hot, dry, red skin, fast pulse, headache or dizziness, fainting and convulsions

YOUR JOINT HEALTH AND SAFETY COMMITTEE

SOCIAL COMMITTEE CUPE LOCAL 218

Hi brothers and sisters,

With a lot of work from everyone, on and off the committee, I'm happy to say that we have reached 80 players for the golf tournament! We still have 20 spots available if there are still people that would like to golf. There is a maximum of 100 players allowed. These last 20 spots will be on a **"first to pay"** basis, so call or email your committee person soon!

For those golfing in the tournament, it will be a **1pm shot-gun start**. Also, a reminder to all golfers that if you haven't called the golf course to reserve your golf cart, please do so as they only have limited carts available.

This will be a **"Rain or Shine" tournament**, so please bring the proper attire for inclement weather. The only way it will be cancelled is by the Golf course calling the play for lightning.

We are having the dinner catered and it will be a steak dinner. If there are any golfers that do not eat beef or meat, there is a chicken or vegetarian dinner available. Please let your Social Committee member know if you need this accommodation.

The Social Committee is pleased to announce that the Charity we are supporting for the golf tournament is **The United Way of Durham**.

Our next big Social Committee event will be the Christmas Dance and we are working on halls and dates for that. We will have more information in September when everyone returns from their summer holidays.

I hope everyone has a safe and relaxing summer! If you have any questions or concerns, please feel free to contact myself, or your committee person.

In Solidarity,

KEN WILKINS - Social Committee Chairperson
kenneth.wilkins@cupe218.ca

BRIAN BURD
bburd@cupe218.ca

BOBBY MONTGOMERY
bmontgomery@cupe218.ca

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

NATALIE MELICH
nmelich@cupe218.ca

JOHN ALLAN
john.allan@cupe218.ca



CUSTODIAL/MAINTENANCE CATHOLIC BOARD

Dear Sisters and Brothers

We are on the home stretch of the school year, a busy time of year in all buildings. There are no outstanding grievances at this time.

We are aware of the uniform issue with the regular and oversize fit and extra charges. The Union was not aware of these changes and also the change to the voucher and point system before it was sent out from the Board. We have been told that in the future, the Union will be consulted before vouchers are finalized.

We would like to thank all those that have registered for our golf tournament; we have had a great response. We are looking forward to a fun day. Hope the weather cooperates.

We're sure that by now everyone has heard about the court's ruling bill 115, putting student's first act unconstitutional. This is still in the early stages but we will release info as it becomes available.

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

In Solidarity,

BRIAN BURD

bburd@cupe218.ca

NATALIE MELICH

nmelich@cupe218.ca

SEAN HEBERT

shebert@cupe218.ca

DAVE SLATER

dslater@cupe218.ca



EDUCATIONAL ASSISTANTS CATHOLIC BOARD

Dear Members!

We would like to welcome the newly hired Educational Assistants. We are pleased to announce that we have 16 permanent hires. For these members, please remember to go online at CUPE 218 and register. You will receive emails, updates, etc., from our Local.

We would like to take this opportunity to congratulate all recent retirees! We thank you and hope you enjoy many relaxing days!

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. This is extremely important to help protect us all.

We are meeting to do a final proof reading of our new Collective Agreement. It will be available in the near future.

We are nearing the time of year that the postings will come out. If you are at a school where there will be surplus E.A.'s, please make sure that the administration first asks for volunteers.

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



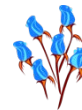
SECRETARIAL/CLERICAL/TECHNICAL STAFF CATHOLIC BOARD

It's hard to believe this is the last Newsletter of 2015/2016 school year. This school year has just gone by so fast. Schools are going to be getting very busy over the next little while with graduations and all the yearend school activities.

To all the members within CUPE who are retiring at the end of this school year or over the summer months, **ENJOY**, and all the best on the next steps of your life's journey. You have worked hard over the years working for the Durham Catholic District School Board with CUPE and deserve the many years to come to do what you want, when you want. A big Thank You goes out to the following SCT Unit CUPE members on their retirement.



Frieda De Leenheer, Sue Girardi, and Carol Hunting.



The Union will be booking meetings regarding redundancies due to Immaculate Conception Catholic School closing in Port Perry and once again it's that time of the year Budget Time?

At this time, we are still working on the Collective Agreements proof reading back and forth with the Board and also dealing with the Central Agreement as they will be put together into one (1) agreement. Once ready we will have it posted within the CUPE website.

If you are injured on the job, please make sure you report it right away to your Principal/Supervisor. Make sure all paperwork is filled out and a copy made for your files as well. You should also let the Union office know that an incident has occurred and update us as we are here to assist you if required.

Hope to see you at the last General Membership meeting for this school year on Sunday, May 29th, 2016 at 7:00 p.m. at the CUPE Office located at 2080 Wentworth Street, Whitby.

Yours in Solidarity,

KAREN ULRICH, Chairperson
kulrich@cupe218.ca

MIKE MORRIS, Bargaining Committee
mmorris@cupe218.ca

NIKKI SPIERS, Bargaining Committee
nspiers@cupe218.ca

CUSTODIAL MAINTENANCE UNIT PUBLIC BOARD


Dear Sisters and Brothers,

It is hard to believe that the end of the school year is just weeks away. This will be our last newsletter until September.

We had Labour Management April 26th which we discussed concerns that have been brought forward by the Members and our Committee. Some of the items which were on the agenda were:

1. G.P.S on our Maintenance vehicles – The Union is waiting on a response from the DDSB, we have been told that we should have our LETTER OF INTENT signed back to us for review by the end of the Month.
2. PRINCIPAL SUPERVISING CUSTODIAL STAFF – I was very clear with the Management team that this will not be tolerated. I communicated with the Management team that our Custodial staff has no problem working with Principals BUT we are not to be supervised by them.
3. REDEPLOYMENT- Oshawa Central CI will be closing at the end of the school year and we have set a date for May 9th to discuss the Redeployment of our Custodial and Cafeteria Members.
4. BIO HAZARD – We have asked that the DDSB review all of their buildings and check to make sure that the proper equipment that the Custodial staff needs to be on site at all times.
5. BEREAVEMENT AND RETIREMENT POSTINGS – If any Member wishes to have a Bereavement or Retirement posted they are to contact the DDSB and request this.
6. ON LINE JOB POSTINGS – we are still having ongoing discussions with the DDSB to mutually achieve a process that will work for both the Members and the DDSB.

We were in Bargaining on May 4th, the Committee supplied the DDSB with some counter proposals and had some discussion on items that are very important to our Members. We were very clear with the DDSB in our discussions and we will be back in Bargaining May 10th.



We have seven Grievances going to Arbitration and I will be putting a Motion forward at the next Executive to possibly have two other Grievances go to Arbitration as well.

Although this will be the last newsletter until September we will be posting on-going CUPE Local 218 business on our web-site at www.cupe218.ca Have a safe and great summer.

Please remember that if you have had the unfortunate experience of a work related injury to please report it to your Supervisor and the Disability Team at the Union office. No injury is too small to report.

Our condolences go out to anyone that has suffered a loss of a loved one.

Yours in Solidarity,

DENNIS GIBBS

Chairperson
dgibbs@cupe218.ca

BARGAINING COMMITTEE


BOB MONTGOMERY
KURT BADGLEY
DIANE CARDER
DAN FUSCO

STEWARDS

JAMIE SPENCER
JEFF GOODWIN
WAYDE JOHNSTONE
DAN MILLS
MIKE NIXON

Our Next General Membership meeting is Sunday, May 29th, 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 website: www.cupe218.ca



EDUCATIONAL ASSISTANTS PUBLIC BOARD

SUMMER IS ALMOST HERE!!!!

CUPE EMAIL—As of September we will be responding to members via their CUPE email address and ask that you contact us through your CUPE email. If you have not set up your email, contact Sue Wilkinson swilkinson@cupe218.ca and she will help you through it. You can have other email addresses forwarded to this email and have it all sent to your phone.

WATCH FOR UPDATES—Check your email and watch the website for updates on Bargaining and other important info/dates that could be coming.

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

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

EI CODE— as we receive the EI Code, we will send out a notice to all EAs via their CUPE email address. We will also post it on the CUPE 218 website.

A FEW ANSWERS TO QUESTIONS WE'VE BEEN RECEIVING

- 1- Are EAs to file/handle OSR's? **NO** – EAs are not covered under the Education Act to be handling OSR's.
- 2 - Are EAs to text/phone parents? **NO** – that is the responsibility of the teacher or admin.
- 3 – Do EAs pick up students from their homes? **NO** – we should never go to a student's home to pick them up. It is the parent's responsibility to bring them out to the bus or to school.
- 4 - Do we make our own arrangements for duty coverage when we are off ill? **NO** – it is up to Admin to arrange coverage.
- 5 - Do EAs have to go on overnight trips? **NO** – it is done on a volunteer basis and if you are asked, you can ask your Admin if they will pay overtime.

CHECK YOUR SICK TIME – go into Smart Find Express and check you sick time to make sure that your days have been documented properly and are correct. If they are incorrect, speak with your Admin first to have them adjusted.

We work in a job that can be one of the toughest yet the most rewarding. To have a student thank you, smile and get super excited because they have done a great job or learned something new, is the reason we work in this field. We love what we do and we do it to make a difference. That's something to be very proud of!

On behalf of the EA Committee, we would like to wish you all a fantastic summer! This year has been a struggle for many and we hope you all take the time to sleep in, relax, spend time with you family and friends and enjoy the sunshine!

In Solidarity,

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

OFFICE/CLERICAL/TECHNICAL PUBLIC BOARD

Well the race is on to the finish! The next few weeks will fly by as we deal with the end of school wrap up. Please take time to enjoy the sunshine, the longer days and hopefully good weather. I hope you all have a fantastic May long weekend and a great summer!

BARGAINING UPDATE

Local Bargaining

Our next bargaining session will be held on May 12th. No updates really to share at this point – only that we are trying our best to get it done. Hopefully, soon!

GENERAL MEMBERSHIP MEETINGS


We only have 1 General Membership meeting left for this school year. Our next meeting will be at 7:00 p.m. on Sunday, May 29th. Please join us.

C.U.P.E. Local 218 GOLF TOURNEY

If you're looking to have some fun and meet up with some of our members, come on out for the CUPE golf tourney. It will be held Saturday, June 25th. This is a best ball tournament for fun. You don't need to worry if you're not a serious golfer, just come out and enjoy the day.

O.C.T. BARGAINING REPS

If you have any questions or concerns, please contact your rep below, through your CUPE e-mail or personal e-mail address. Please do not use your board e-mail for union



business.

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