

SEPTEMBER 2016 NEWSLETTER



MEMBERSHIP MEETING

**CUPE LOCAL 218 HALL
7:00 P.M.
SUNDAY, SEPTEMBER 25TH, 2016
2080 WENTWORTH ST.
WHITBY, ON**

CUPE218.CA

TWITTER.COM/CUPE218

PRESIDENTS MESSAGE

Dear Sisters and Brothers,

Welcome back to another school year. I hope everyone had a safe and relaxing summer and enjoyed well-deserved vacations. Thank you to all the members who worked over the summer months to get our facilities up and running, a job well done as always.


It was a busy summer for staff at the CUPE office dealing with Disability Management and several arbitrations. I would like to thank the staff for all their hard work and dedication to you the members.

Effective September 1st, 2016 for the Custodial Maintenance and Educational Assistant units your 1% increase has been applied to your hourly rate of pay. February 1st, 2017 you will receive your 0.5% increase. Effective October 1st, 2016 these increases will apply for the Office/Clerical/Technical unit and for the Continuing Education unit these increases will apply after a local agreement has been reached.

Our first annual charity golf tournament was a hit! I would like to thank the Social Committee for an awesome event. I have received lots of very positive feedback and look forward to the children's Christmas party and Christmas dance which is in the planning stages. Our charity was Durham Region United Way which we will be presenting a cheque in the amount of \$2500.00. It is great to give back to our community.

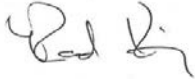
We will be sending out contact information to all our locations to be posted on your CUPE bulletin boards. If your location does not have a bulletin board please bring it to the attention of your Principal and /or supervisor.

If you have not signed up for your CUPE email address please contact Sister Sue Wilkinson at the CUPE office and she will provide you with one.

A decorative graphic at the bottom right of the page consisting of several overlapping orange and brown geometric shapes, including a large triangle and a square, creating a modern, abstract design.

Nominations will take place at our September General Membership meeting for President, Vice-President, Committees including Stewards and Trustee. Please come out and be part of your local. In keeping with that, our next General Membership meeting will be Sunday, September 25th, 2016 at 7:00 PM at the CUPE office.

In Solidarity,



ROD KING

President
CUPE Local 218



VICE-PRESIDENT'S MESSAGE

Welcome back for the start of another school year. The schools look fantastic thanks to our hard working custodial, maintenance staff. We wish everyone a successful startup.

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.

Disability Management

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

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

Please keep the union informed of any changes to your personal information, i.e. phone numbers (it's amazing how many of us still change our phone numbers when we get a new phone!!!!). The employer is also entitled to this information.

Please plan on attending the next General Membership Meeting to be held Sunday September 25th, 2016 AT 7:00 PM at the CUPE office, 2080 Wentworth St. Whitby.

In Solidarity,


MARION MOORE

Vice President and

Disability Rep. for CUPE Local 218

mmoore@cupe218.ca

905-571-7879



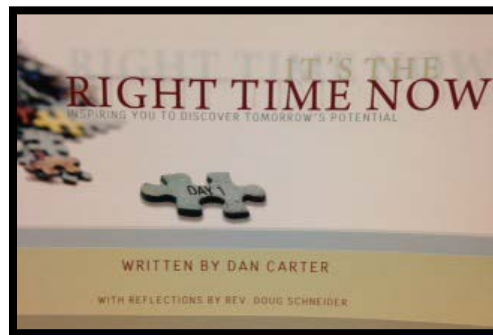


EDVANTAGE CARD: EXCLUSIVE SAVINGS AND REWARDS FOR THE EDUCATION COMMUNITY – MAKE SURE YOU HAVE YOURS!

CONTACT SUE WILKINSON VIA EMAIL FOR FURTHER INFORMATION swilkinson@cupe218.ca

ALSO

PLEASE REQUEST YOUR COMPLIMENTARY COPY OF:



WRITTEN BY LOCAL TV PERSONALITY AND MOTIVATIONAL SPEAKER
DAN CARTER

SEND YOUR REQUESTS TO swilkinson@cupe218.ca

DON'T FORGET TO VISIT OUR WEBSITE CUPE218.CA FOR ALL UP TO DATE INFORMATION AND NEWS!

NOMINATIONS

**NOMINATIONS WILL TAKE PLACE AT THE
SEPTEMBER 2016 GENERAL MEMBERSHIP MEETING
FOR THE FOLLOWING POSITIONS:**

PRESIDENT	2 YR TERM (Jan 1 2017- Dec 31, 2018)
VICE-PRESIDENT	2 YR TERM (Jan 1 2017- Dec 31, 2018)
ALL BARGAINING COMMITTEES INCLUDING STEWARDS	2 YR TERM (Jan 1 2017- Dec 31, 2018)
TRUSTEE	3 YR TERM (Jan 1 2017- Dec 31, 2019)

Elections to be held on Saturday, November 12TH, 2016

Election time and location to be determined



NEWS AND UPDATES

What's funny about work?

Research shows that humour and laughter are great stress relievers. The use of humour in the workplace can be an effective way to cope with stress. Humour, when tactfully used, can facilitate the development of a more positive and optimistic work environment. In fact, organizational psychologists have clearly demonstrated the benefits of humour in the workplace.

So what do we know about humour?

- People that are enjoyable to be around tend to be better able to defuse conflicts; reduce defensiveness among peers; may be better able to deliver bad news; and tend to handle complaints better.
- Life is unpredictable. In order to enhance your health in the workplace, it helps to be flexible and adaptable, and humour can play an important role in your personal flexibility.
- The physical act of laughing relieves tightness in the body, relaxes muscles, and can create an improved sense of well-being.
- Integrating humour in daily work activities reduces stress, and increases the ability to have fun at work.
- Laughing for a full 20 seconds can be the cardiovascular equivalent of three minutes of strenuous rowing. Plus, as an added benefit, laughing stimulates endorphin release.

Humour relieves tension, and comes in handy when you find yourself in a situation that is causing some discomfort. It is said that children laugh around 400 times a day and adults may laugh about five times a day. Humour is everywhere, and expanding your ability to observe it creatively is a great way to keep your mind sharp!

CUPE LOCAL 218 MILLENNIUM SCHOLARSHIPS

Local 218 is proud to accept applications for its Annual Millennium & Memorial Draw. Five scholarships, worth \$1000 each, will be presented to a dependent child of an active dues-paying member of CUPE Local 218. Scholarship winners will be selected based on the following criteria:

- 1. The scholarship recipient must be entering, at a minimum, their second year of a full-time course at a publically-recognized, post-secondary institution.**
- 2. Evidence of scholastic ability – a completed transcript with a minimum of 70% average is required to qualify.**
- 3. All applicants must be 25 years of age or younger. Proof is required – either in the form of a birth certificate, driver's license or passport.**
- 4. Applications must be sent in to the CUPE Local 218 office by September 30TH.**
- 5. Winners will be drawn at the October General Membership Meeting.**

CUPE Local 218 is very proud, honoured and pleased to have the opportunity to offer financial assistance to our members' dependent children.

*SCHOLARSHIP APPLICATIONS CAN BE FOUND ON
OUR CUPE WEBSITE CUPE218.CA IN THE FORMS
SECTION OF THE MEMBERS PORTAL*

DISABILITY MANAGEMENT

I would like to take this opportunity to welcome everyone back to another school year. Hopefully you had an enjoyable and safe summer. If you like the heat you could not have asked for a better summer.

I would like to remind you as we start into the school year to work safe and be aware of your surroundings.

If you are unfortunate and sustain a workplace injury or incident please notify your Supervisor/Principal at the earliest time (A.S.A.P). If you need medical attention, don't delay, a WSIB claim can become difficult to approve if there are delays in reporting and seeking medical attention. You must also report the incident to the Union. We would be happy to assist or guide you through this very difficult and frustrating process, we also want to ensure your time lines have been met.

If you are required to provide the employer with medical due to surgery or illness please make sure your medical **does not** say i.e. " off under my care, or unfit for work due to illness" etc., that type of medical will not support you being off work or accessing your sick days. The medical will need to be more supportive. So, before you go and pay for medical that may not be supportive, call the CUPE Office and we will explain what supportive medical is.

Again, please feel free to contact the CUPE Office if you have any questions or need information regarding Disability Management. Your Disability Management Team are:

CATHOLIC BOARD /PUBLIC BOARD
MARION MOORE
JAMIE SPENCER

PUBLIC BOARD
LORI RICHARDS
DENNIS GIBBS

In Solidarity,

JAMIE SPENCER
Disability Management Coordinator
CUPE Local 218
905-571-7879 / Toll Free 1877-571-0218
Email: jspencer@cupe218.ca

"Tough times never last, but tough people do"



HEALTH AND SAFETY EDUCATIONAL ASSISTANTS – PUBLIC BOARD


As another school year begins I would like to review a few health and safety topics. First I would like to address the issue of violence. During the 2015/2016 school year we had well over 1200 violent incident forms come into the CUPE office and yet less than 1/2 were reported to the DDSB. When dealing with a violent incident the following forms NEED to be filled out:

- **Employee Violent incident – when a student has exhibited violent behaviours, including exertion of physical force that causes or may cause injury to an employee – ask for the receipt number or a copy of the filed report.**
- **Parklane (SAIR/WSIB) – When an employee requires first aid (i.e.: applying ice, cleaning and placing a band aid on the injury is first aid), visits a medical practitioner or misses time from work as a result of an injury at work.**
- **Personal Restraint Form – When a student has been restrained.**
- **CUPE Violent Incident form – To be completed and sent to the CUPE 218 office.**

Does your principal really know what you are dealing with? All EAs need to inform their principal of violent incidents. Ask for a debriefing and to have the violent incident form completed. Your principal and the DDSB can't assist you if they do not know what is going on. Reporting is crucial to ensuring the situation is addressed and to encourage student success.

The EA Go To Guide for Health and Safety states “**Completing the above reports ensures early intervention and assistance, if required, through DDSB support staff**”. This a great resource for EAs. It can be found in the DDSB staff portal/health and safety tab.

Procedure 5127 - Procedure Management Process For Risk-of-Injury Behaviours. This is another excellent resource to review and be familiar with (staff portal/policies and procedures).



The right to know - When dealing with students who have a history of violent behaviour the employer has an obligation to provide workers with information about that person (section 32.0.5(3) of the Occupational Health and Safety act). So if you are dealing with violent behaviours make sure the Behaviour Safety Plan has been reviewed with you and know the students triggers and aggression.

Bus Protocol - For those of you who ride the bus with students, the Bus Protocol should be ready soon. If you feel unsafe while riding on the bus please contact me or one of the other EA Union Stewards, so that we can help.

TALK TO YOUR PRINCIPAL - This is so important! If you have any safety concerns you need to discuss it with your principal to look for solutions to ensure your safety.

I wish you all good health and a safe year, please do not hesitate to contact me if you have any questions or concerns.

KELLY GAINER

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



HEALTH AND SAFETY CUSTODIAL MAINTENANCE - PUBLIC BOARD

Welcome back to everyone and I hope you all had time to enjoy some R&R with family and friends. With the unofficial end to summer upon us I would still like to remind all members to still be aware of the heat and humidity. Select work so that as much shade or cooler sections can be worked in during the day. Keep hydrated and pace yourself.


I would like to thank at our social committee for a great golf tourney which my team and I had so much fun and look forward to next year's event and others to come.

I would also like to thank Dennis Gibbs the chair of the Custodial Maintenance committee for the handling of the issues at Anderson CVI while I was on vacation. The issues were dealt with in a professional and expedient manner and concerns were addressed. The follow up and finishing of the project was completed above and beyond required safety measures and overseen by myself, Board's construction department, Health and Safety and a reliable and open testing company. Thank you to you all.

With this occurrence, I would like to remind members of the steps to reporting unsafe conditions or concerns:

1. Report to your supervisor and include worksite Safety Rep. and Union Rep. (keep notes).
2. If unresolved contact the Board's Health and Safety department 905 666 5415 and myself 905 449 1240
3. At this point if it is still unresolved the Ministry of Labour may be contacted.

Lastly some new and upcoming projects this year are that Mark Watson and I are going to review our department's accident stats. From this we are going to discuss and send out materials for the Chief Custodians to review with their staff during the Safety chats. The goal of this is to hopefully reduce these injuries even more. These chats are to be about awareness keeping everyone safe and are part of a Chief's responsibility and duty. There is no legality attached to the subjects but it shows that you are doing your due diligence which again is a responsibility of a Chief Custodian. I will also continue to try and get some meaningful training set for Chiefs so that they have a better understanding around their responsibilities in accordance with health and safety. The



Working at Heights program is still ongoing and will continue as a preventative maintenance item as well as ongoing to ensure everybody's safety.

Remember documentation trumps communication.

If any questions or concerns feel free to contact me at 906 449 1240
E-mail daniel.mills@cupe218.ca

“See you along the path”

DAN



SOCIAL COMMITTEE CUPE LOCAL 218

Welcome back! I hope everyone had a safe and enjoyable summer and that you were all able to get some relaxation time in. It was a hot, hot summer and hopefully some more seasonal temperatures are upon us soon!

We had our 1st Annual CUPE Local 218 Charity Golf Tournament at the end of June, and it was a huge success. We had 100 golfers out and from the feedback we were getting, everyone had a wonderful time and the food was fantastic! We also raised \$2500 for the United Way of Durham.

The next events coming up will be the Kids Christmas party and the adult Christmas dance. The dance will be held on December 3rd at the UNIFOR Hall. More details on pricing and times will follow in October's newsletter. It should be a fun time and I hope you all plan to attend the festivities!

If you have any questions or suggestions for the upcoming events, please feel free to contact myself or your committee person listed below.

In Solidarity,

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

BRIAN BURD
bburd@cupe218.ca

BOBBY MONTGOMERY
bmontgomery@cupe218.ca

GLEN MORRISON
g Morrison@cupe218.ca

NATALIE MELICH
nmelich@cupe218.ca

JOHN ALLAN
john.allan@cupe218.ca



CUSTODIAL/MAINTENANCE CATHOLIC BOARD

Dear Sisters and Brothers,

Congratulations on another successful summer cleanup. Despite the hot humid summer, the sites were ready for first day opening. I know it was a challenging summer with the heat at all our sites.

We would like to express our sincere condolences to family and friends of Ryan Tyms who passed away September 5th, 2016, with special thoughts to co-workers at St Mary Secondary. This was a difficult start up to the School year.

We currently have 50 grievances. 47 individual step 1 grievances regarding Chief Custodian band 8. We have 1 policy grievance step 2 regarding Chief Custodian band 8. We have 2 policy grievances step 2 regarding Friday summer work hours. We have a date set for our 3 policy grievances and will keep the membership informed as we move forward.

A memo should have been sent out by this time from the Board regarding Sulp days, these are voluntary. If you have any questions, please contact one of your reps for clarification.

The workload committee will be meeting in the coming week to set out the new workload maps for locations affected by sq. ft. issues. The delay in providing maps to these locations was at the Board level and not your reps delaying this process. We have been working to sort out the issue.

Please contact one of your reps below if you have any questions/concerns regarding these or any other issues.

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!

Welcome back to a new school year! We hope everyone had a great summer. We can't complain about the wonderful weather we had!

Just a reminder that we work a 7 hour day. Added to this is a 40 minute unpaid lunch. So, you are in the school for 7 hours and 40 minutes. This excludes the Secondary panel as their hours are re-adjusted to fit the school day.

Please remember to fill out and send all AdHoc Incident reports. The beginning of the school year is an anxious time for our students and this allows the Board to track all incidents and to send out extra help if needed.

We received a 1% pay raise this September and will receive another 0.5% in February. That will be the last raise. Our Collective Agreements expire once again in August of 2017.

Please try to come out to our General Membership meetings. These meetings are held for all of us to inform us of what is happening in both Boards.

If you have not received your Edvantage card, please contact the CUPE office at 905-571-7879.


Please email or call us with all questions or concerns.

In solidarity,

MAUREEN MACINNIS-Chairperson/Whitby Schools-905-571-7879 mmacinnis@cupe218.ca

MAUREEN SUDDARD-Ajax/Pickering Schools-905-571-7879 msuddard@cupe218.ca

CARRIE BOISVERT-Oshawa/Northern Schools-905-571-7879 cboisvert@cupe218.ca



SECRETARIAL/CLERICAL/TECHNICAL STAFF CATHOLIC BOARD

WOW, where did the summer go? Welcome back everyone to the new school year of 2016/17. Hope all of you enjoyed some time off with family and friends as we had great summer weather.

Now down to business.... The collective agreements are available on the Board's website as well as the CUPE website. Please go to it and read your Unit's agreement so you are aware of your own collective agreement.

We have a couple grievances waiting for dates to be able to go forward regarding these matters now summer holidays are over and the new school year has begun.

As stated in past newsletters, please keep your own records of when you are off work and why you are off i.e.: sick/ill or surgery. The reason behind this is so if called on regarding your sick time you are able to remember the past timelines and the reason why you were off. It just makes your life a little easier when you keep your own records as well as the Board's SFE system to be able to look at both together.

When you are sending emails to the H.R. department regarding Union issues please c.c. myself, Nikki and/or Mike on the emails. With your Union reps involved during the emails it will help us fully understand the issues going back and forth.

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 1st General Membership meeting for this new school year on Sunday, Sept. 25th, 2016 at 7:00 p.m. at the CUPE Office located at 2080 Wentworth Street, Whitby.


Welcome back to 2016/17 school year!

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,

I hope everyone had a safe relaxing summer and found time to spend with family and friends. As always the Custodial Maintenance Unit are to be commended on a job well done. I would like to congratulate those that have retired and wish them all the best.

The Local hosted its Annual Golf tournament in June and it was a HUGE success. We had a tremendous turn out and lots of compliments. Two Thumbs up to our Social Committee on a job well done.

Well, it's been busy here at the Union office, we have dealt with day to day Member issues plus Bargaining and the Ratification vote.

On June 23rd, 2016 we had two Ratification votes, one for the afternoon shift and one for the day shift. I am pleased to announce that we have a new Collective Agreement. The Committee will be meeting with the DDSB bargaining team to go over any corrections in the very near future. The new Collective Agreement will be sent out to all Members and will also be posted on our website.

I'm sure most of you have received the email from the DDSB regarding how the new Attendance Support Program will be handled. The DDSB is combining the Attendance Support Program and Disability Management (STAMP) in hopes to have a better system to assist their employees. We have asked the DDSB to bring forward some guidelines for the Union to view.

APPLY TO EDUCATION is the new online system that the DDSB will be using for us to apply for jobs that are posted. I have requested that the DDSB offer any help to our Members if needed and to offer a course at our next PLANT DAY.



LETTER OF INTENT #2 Re: Summer Hours of Work

The make-up hours of work shall be in effect for the period commencing Monday, October 3rd, 2016 to Tuesday, April 11th, 2017. These make-up hours of work shall be in effect on Monday, Tuesday, Wednesday and Thursday.

LETTER OF INTENT Re: G.P.S.

On October 2nd, 2015 I submitted a Letter of Intent to the DDSB regarding the implementation of the G.P.S. I have had numerous communication with the DDSB over the past year requesting a reply to my Letter of Intent. On August 11th, 2016 the DDSB submitted G.P.S. Guidelines to the Union for our review. Our President, Brother King, our Lawyer and I reviewed the DDSB G.P.S. guidelines and we have replied to the DDSB advising them that the Union cannot agree to these guidelines and the Union reserves all rights under the Collective Agreement to file grievances should this system be used against our members.

We have 6 Grievances going to Arbitration, 3 of which are the Truck Driver's position and 3 are dealing with disability issues. Since my last newsletter we have been successful with reaching a deal to resolve 4 Grievances which were approved to go to Arbitration.

Some of you are aware that the Committee and I have been polling the schools asking questions around Custodial coverage. It is our intention to gather as much information as possible regarding this issue. I have created a graph to bring forward to Custodial Management to show them how different Custodial coverage is from school to school. My intention is to have a safe, fair formula that works for all schools and our Members.

Although we are in September, please still be aware of the chances of HEAT STRESS. HEAT STRESS is a buildup of heat in your body to the point where a worker cannot maintain normal body temperature. When workers can't cool themselves by sweating, serious heat illnesses can occur. Working in hot temperatures is a health and safety hazard and can lead to heat stroke, which can be fatal. PLEASE remember to drink lots of water and take micro breaks when needed. For more info regarding HEAT STRESS



or any other HEALTH and SAFETY concerns please view the CUPE National web site under HEALTH and SAFETY.

Please remember that if you have 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 and Disability Representative
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, September 25th, at 7:00 PM. at the CUPE office. Please plan to attend.



CONTINUING EDUCATION PUBLIC BOARD

Dear Sisters and Brothers,

Welcome back! We are looking forward to an eventful year.


Bargaining our second collective agreement is the goal of this year. One very promising sign is that we have four dates for bargaining in September and early October. This is great news!

We know there are a several concerns we need to address and many of you took the opportunity to view our proposals. Your concerns will come to the bargaining table.

One concern we discussed often last year was the application and interview process along with the ongoing contract renewals. Many of us filed grievances at the end of the year.

In August, we met numerous times with union leaders and lawyers and went to arbitration with two of the grievors. The ultimate goal of the grievances was to eliminate the continual application process. An agreement to resume bargaining and have fruitful discussions was decided upon. With a decision to meet soon and have these discussions, a decision was made to put the grievances into abeyance and bring them out again only if we cannot resolve the issues at the bargaining table. We believe we will have the opportunity to solve these issues at the table. We do have the opportunity, if necessary to bring the grievances out of abeyance if necessary but we are hopeful to resolve without going to arbitration.

In CUPE education news, Jane, Kasia and I have all registered for a workshop of grievances that will take place our first week back to work. I will be attending the week long CUPE National Convention in October.



General membership meetings are once a month on Sunday evenings at the CUPE hall. I hope to see you on Sunday, September 25 at 7 pm.

In solidarity,

MAUREEN O'REILLY

Bargaining Chair

Public Board

Continuing Education

moreilly@cupe218.ca

JANE BATTERINK (Bargaining Committee) - jbatterink@cupe218.ca

KASIA KASZTENNA (Bargaining Committee) - katarzyna.kasztenna@cupe218.ca

EDUCATIONAL ASSISTANTS PUBLIC BOARD

WELCOME BACK! - We hope you've all had a wonderful summer, spending time with family and friends! Especially with all the fantastic weather we've had!

CUPE EMAIL – By now hopefully everyone (supplies included), have set up their CUPE email address and are using it for all contact with us. It can be forwarded to your personal account or you can have all accounts forwarded to the CUPE one. This is how the majority of all updates/information from CUPE 218 will be sent out from now on. Using the CUPE email address makes it much easier/quicker in responding to you. We are not to be using our DDSB email for any type of Union business.

If you don't have it set up yet or are having problems with it, please contact Sue Wilkinson swilkinson@cupe218.ca or call her at 905-571-7879 and she will help you.

In saying all this, a welcome back/Information letter was sent to all EAs through their CUPE email. If you have supplies or new EAs in your building, would you please make sure they know of the CUPE emails and if they don't, please direct them to contact the CUPE office. Thanks!

VERY IMPORTANT *2016/17 EA COMMITTEE AREAS *****

There have been a few changes within the Committee Areas and your contact people. Please contact the Rep/Steward within your area if you have any questions/concerns. If you call or email the CUPE Office, the message will be directed to the person who supports your area. Please have patience as we all are working our full-time positions as well and sometimes cannot return messages right away. If you haven't had a reply within a day or 2, please send us a reminder.

If it's an emergency, please contact the Union Office right away.



EA COMMITTEE AREAS 2016/17

SCHOOL AREA	CONTACT	CONTACT INFORMATION
AJAX PICKERING	GLEN MORRISON (REP) MARION MOORE (VICE PRESIDENT & STEWARD)	gmorrison@cupe218.ca mmoore@cupe218.ca
WHITBY NORTH	KELLY GAINER (REP & H&S Rep) FLO DAVIES (STEWARD)	kgainer@cupe218.ca florence.davies@cupe218.ca
OSHAWA	SUE WILKINSON (REP) DIANA JESTRATIJEVIC (STEWARD)	swilkinson@cupe218.ca diana.jestratijevic@cupe218.ca
HIGH SCHOOLS	LORI RICHARDS (CHAIRPERSON) LOVETTE MAY (STEWARD)	lrichards@cupe218.ca lmay@cupe218.ca

You are the front line workers in our schools and are the best at what you do! We hope you have a great 2016/17 school year!!!

In Solidarity,

**LORI RICHARDS, KELLY GAINER, GLEN MORRISON, SUE WILKINSON,
LOVETTE MAY, MARION MOORE, DIANA JESTRATIJEVIC AND FLO DAVIES**

OFFICE/CLERICAL/TECHNICAL PUBLIC BOARD

It's hard to believe the summer has come and gone! I hope you all got a chance to get out and enjoy the sunshine and some fun summertime activities. I also hope everyone had a great start up to the new school year.

BARGAINING UPDATE

As you all know, we finally finished our local bargaining and ratified our contract in June. The new contract books are in the process of being proofread and then will be sent for publication and distribution to our members. Once it is ready, it will also be available on our CUPE 218 website.

Our pay raises are as follows:

September 22 pay – restoration of grid movement pay (retro to September 1, 2015)

October 6 – 1% lump sum payment (based on your pay from September 1, 2014 to August 31, 2015)


October 20 – 1% pay increase (retro to September 1, 2016)

February 2017 – 0.5% pay increase

CUPE E-MAIL

It is my understanding that some people have not initiated their CUPE e-mail account. It is really important for everyone to do so. Bargaining or other pertinent information is shared through this account. In the settings, you are able to set this account up to automatically transfer e-mails to your personal account. If you are having difficulty getting set up, please contact the union office.

As for using e-mail, please do not use your board e-mail or contact your rep through their board e-mail. Please use your personal e-mail or your CUPE e-mail to contact your rep at the e-mail address listed below.



CASUAL HOURS

Most elementary schools have casual hours to be used. Please use them. If you feel your school could benefit from a regular part-timer and you have enough casual hours to make a minimum of 10 hours per week, it may be beneficial to post the position. If you are not using your hours, the money is going to the school for other things. It is my understanding that some principals are using money from our casual hours to pay for the new Safe Arrivals Programme. If they're doing it for that, you can be sure they are going to start dipping into it for other things as well.

SPECIAL LEAVE DAYS

Please be advised that we have "Special Leave Days" for very specific reasons. Our contract is different from the teachers' contract. Our **paid** "Special Leave Days" are:


1. To attend the graduation exercise of the employee, spouse or child from a recognized course of study from a secondary school, college or university (**note this doesn't include elementary school or kindergarten graduation**)
2. To attend the birth of the employee's child
3. To write examinations to upgrade the employee's employment qualifications
4. To attend a funeral of a close friend
5. Moving to a new place of residence on the day of the move, limited to once per year

We are only allowed to use 2 Special Leave Days per year – September 1 – August 31. If you require a leave for other circumstances, you may apply for an **unpaid** leave of absence. This request should be in writing to Catherine Miller and will be granted at her discretion.

If you have any questions about Special Leave Days, please do not hesitate to contact your union rep before you apply.

DEBRIEFING

It is no longer necessary to have a debriefing when you don't get a job you have applied for. Some people find them beneficial and others do not. The board has decided **not** to allow union representation at debriefings. If you choose to go for a debriefing, please



be sure to take notes of what is being said. If you should decide to file a grievance at a later date, then your notes may be beneficial.

STUDENT MEDICATION

As per board procedure 5140, all medication for students should be in a locked cabinet.

“2.4 The Principal shall ensure:

(a) all medication is stored in the original tamperproof container(s), in a locked cupboard or cabinet (note that medications requiring refrigeration may not be accommodated for safe-keeping reasons);”

If the student medication isn't locked up at your school, please ask your principal to provide a locked cabinet.

PROFESSIONAL DEVELOPMENT DAY COMMITTEE


This committee is comprised of members from our bargaining unit and management. The committee works together to plan an interesting day of professional development workshops. They are in need of people to work on this committee. There are only a couple of meetings that happen during work hours and then your time would be required on the day. If you're interested, please contact Ramona-Lisa McDonald at 905-666-6927 or through board e-mail.

HOURS OF WORK

We are paid to work 7 hours per day with two 10 minute paid breaks and 1 hour unpaid lunch. You are encouraged to stick to this arrangement. If you are not getting your work done within this time frame, please use your casual hours. It would appear that the training of our casuals was a little more in-depth this year. I have had someone “freshly” trained, brand new out of the casual pool, who has been excellent!

CASUAL SUPPLY WORKERS

Please note that you are both encouraged and welcome to attend General Membership Meetings. It is a good opportunity for you to find out what is happening and you have a vote in decisions that are being made by our union.



GENERAL MEMBERSHIP MEETING

We would like to see you at the next General Membership Meeting on September 25, at 7:00 p.m. There will be nominations for many union positions.
Your reps are:

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