

# CUPE·218

DURHAM EDUCATION WORKERS

## MARCH 2017 NEWSLETTER



# MEMBERSHIP MEETING

## CUPE LOCAL 218 HALL

7:00 P.M.

SUNDAY, MARCH 26<sup>TH</sup>, 2017

2080 WENTWORTH ST.

WHITBY, ON

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



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# CONTENT

● <b>PRESIDENT'S MESSAGE</b>	<b>4</b>
● <b>VICE PRESIDENT'S MESSAGE</b>	<b>6</b>
● <b>CUSTODIAL/MAINTENANCE - PUBLIC BOARD</b>	<b>7</b>
● <b>EDUCATIONAL ASSISTANTS - PUBLIC BOARD</b>	<b>9</b>
● <b>E.A. HEALTH AND SAFETY - PUBLIC BOARD</b>	<b>12</b>
● <b>SENIORITY LIST FOR CUPE CONTINUING EDUCATION MEMBERS</b>	<b>13</b>
● <b>OFFICE/CLERICAL/TECHNICAL - PUBLIC BOARD</b>	<b>15</b>
● <b>CUSTODIAL/MAINTENANCE - CATHOLIC BOARD</b>	<b>17</b>
● <b>EDUCATIONAL ASSISTANTS - CATHOLIC BOARD</b>	<b>18</b>
● <b>SECRETARIAL/CLERICAL/TECHNICAL - CATHOLIC BOARD</b>	<b>19</b>
● <b>SOCIAL COMMITTEE</b>	<b>20</b>
● <b>FIGHT THE FLOOD: KEEP YOUR PROPERTY AFLOAT</b>	<b>21</b>

# PRESIDENT'S MESSAGE

March 2017

*Dear Sisters and Brothers,*

It is my pleasure to advise you that CUPE 218 has been chosen as the recipient of United Ways "Give Where You Live" Community Partner Award. Sister Wilkinson, Brother Wilkins and myself attended the Appreciation Luncheon and graciously accepted this award on behalf of our Local. This award is one of the highest forms of recognition for service within our community. It is a great honour to give back to the families that live in our community and the children that attend our schools.

As I indicated in my November 2016 newsletter, the benefit lag discrepancy between the Durham Public Board and Manulife is still on going and is scheduled to be completed by the end of March 2017.

"Bill 92". This is a bill the Liberals are trying to fast track through the house, which would amend the School Boards Collective Bargaining Act. Bill 92 would make Central Bargaining mandatory for all education workers not just teachers. CUPE's position is that the Bill is anti-democratic and contrary to the spirit of freedom of association under the Charter. On our website you will find a link (<http://cupe.on.ca/liberal-governments-bill-92-anti-democratic-takes-away-school-board-workers-rights>) that will allow you to send a message to you MPP in an effort to stop this Bill. Please take the time to send a message to your MPP to STOP BILL 92. Our voices are being heard!

The OSBCC (Ontario School Board Coordinating Committee) and the OD (Ontario Division) are putting campaigns together to put a stop to violence in our workplaces. Sister Wilkinson and I have been meeting with our various affiliates and sharing our stories. We are opening eyes and finally getting the support we need. We will continue to work with our allies until violence in our workplaces is STOPPED!!

As many of you may have heard OSSTF (Ontario Secondary School Teachers Federation) has achieved a remedy on Bill 115. Details of the remedy are sketchy at this point but once we get all the information we will share it with you.

The OSBCC is gathering data to determine losses experienced by CUPE members under Bill 115. No dates have been set to initiate remedy discussions. We will keep you updated.

Catholic Board Chief Custodian job evaluation grievance is still alive and we have been having great dialogue with the Employer on remedy prior to arbitration. We have another meeting scheduled for March 15<sup>th</sup>, 2017.

Our next General Membership meeting will be Sunday, March 26<sup>th</sup>, 2017 at 7:00 PM at the CUPE Local 218 office. Please plan to attend.

In Solidarity,



**Rod King**

**President, CUPE Local 218**

**2080 Wentworth Street, Whitby, ON, L1N 8W9**

**Phone Number: 905-571-7879**

**Toll free: 1-877-571-0218**

**Fax number: 905-571-4102**

**E-mail: [office@cupe218.ca](mailto:office@cupe218.ca)**

**Website: [www.cupe218.ca](http://www.cupe218.ca)**



# **SPECIAL MEETING TO AMEND THE BY-LAWS**

**SATURDAY, APRIL 1<sup>ST</sup>, 2017 - 10 AM  
CUPE LOCAL 218 OFFICE  
2080 WENTWORTH ST., WHITBY**

# VICE PRESIDENT'S MESSAGE

March 2017

## *Public Board*

Do contact the union office should you be receiving calls from the attendance specialist. Don't wait to make a doctors' appointment should you be off. DDSB is taking the stand that seeing a Doctor on the 5<sup>th</sup> day of your absence due to sickness only means you were sick on that day and the 4 days before are just you reporting to the Doctor that you were sick. They aren't paying people for those initial days.

Don't forget: A note from the Doctor saying "patient was seen today and is unfit for work" is NOT GOOD ENOUGH TO RECEIVE SICK PAY. The note must say why you are unfit to work ....so; not sleeping, not eating, cannot make good decisions, cannot supervise, or cannot push/pull, stand, sit for any length of time.... unable to focus....etc.... are reasons. If you are vomiting have the note say so.

The statement: If you are sick stay home, doesn't work anymore. Apparently it's a good idea to go to work sick and infect as many people as possible to prove you are ill, so that your supervisor can send you home.

## *Déjà vu (yes, you have read this before)*

### *Changes to WSIB:*

WSIB is no longer sending out the FORM 6 for the employee to fill out. The expectation is that YOU, the injured worker will do this electronically from your home computer, and print out a copy for yourself. We understand that not everyone has access to a computer. If you are injured and need help with this contact the union office, 905-571-7879. Remember to keep copies of all documentation that you send to WSIB, and keep the union office informed.

Please plan on attending the next General Membership Meeting to be held Sunday, March 26<sup>th</sup>, 2017 at the CUPE office, 7 PM, 2080 Wentworth St. Whitby.

Yours in solidarity,

**Marion Moore**

**Vice President and Disability Rep.**

**CUPE Local 218**

**[mmoore@cupe218.ca](mailto:mmoore@cupe218.ca)**

# CUSTODIAL MAINTENANCE UNIT - PUBLIC BOARD

March 2017

*Dear Sisters and Brothers,*

March break is just around the corner. Many of you are looking forward to the change of pace or a well-deserved vacation. For those of you that will be working and attending our PD day, please take the opportunity to catch up with past co-workers. Your Committee and I will also be attending the PD day so please feel free to approach us to say hi or if you have any questions you would like answered, please ask. We have 8 grievances that have been approved to proceed to arbitration and have dates for four of them. The remaining four have dates pending.

I had a STEP II grievance meeting on February 27<sup>th</sup>, 2017. I will be bringing the results of this meeting to the Executive to discuss taking this grievance to mediation/arbitration.

WHAT IS WORKING ALONE? CUPE defines working alone to mean working at a worksite for any period of time as the only worker, where assistance is not readily available in the event of injury, ill health or emergency.

WHAT DOES THE LAW SAY? Employers are legally obligated to provide a healthy and safe workplace. Through the federal jurisdiction, Ontario doesn't have specific provincial legislation, government policies and procedures are widely understood to mean that working alone is a hazard to be protected against under the general duty clause.

WHAT SHOULD YOU DO ABOUT WORKING ALONE? The first step is to identify tasks that require workers to work alone. If you are uncomfortable with the work because you feel it is unsafe please contact your Supervisor and try to organize or schedule the task so that it is completed safely. If this is not accomplished the next step is to contact your Health and Safety representative through the Union office.

The Committee and I are working on sending a SURVEY out to all Custodians with regards to WORKLOAD and HEALTH and SAFETY concerns. We are asking for your cooperation to please forward School floor plans with the coloured in section for the Custodial staff to me at the Union office.

**LETTER OF INTENT #2** Re: Summer Hours of Work – Summer Work Schedule.

7. Make-Up Time for the 2016/17 school year.

- The make-up hours of work shall be in effect for the period commencing Monday, October 3<sup>rd</sup>, 2016 to Tuesday, April 11<sup>th</sup>, 2017.
- There are forty-eight (48) hours to make-up
- An individual employee who is unable to make-up the forty eight (48) hours shall have additional supplement make-up period beginning Tuesday, April 18<sup>th</sup>, 2017 to Thursday, May 11<sup>th</sup>, 2017.

Please be proactive when keeping track of your Make-Up time. Your Supervisor should be able to help with information regarding hours that you have already accumulated.

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. Also, if you submit medical to the Board please make sure that the Union Disability team receives a copy as well. No injury is too small to report.

Yours in Solidarity

**Dennis Gibbs**

**Chairperson and Disability representative**

## **BARGAINING COMMITTEE**

**Bob Montgomery**

**Kurt Badgley**

**Diane Carder**

**Dan Fusco**

## **STEWARDS**

**Jamie Spencer**

**Jeff Goodwin**

**John Allan**

**Dan Mills**

**Robin Fair**

**Our Next General Membership meeting is Sunday, March 26<sup>th</sup>, 7:00 PM at the CUPE office. Please plan to attend.**



# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

March 2017

We hope you all enjoy your March Break and take some time to do something nice for yourselves!

## UPDATES AND INFORMATION

**EI** – The Union has submitted a letter to the Superintendent of Employee Relations requesting the ROE's be submitted to EI after each group's final pay this summer. There have been difficulties the past few years in which the ROEs were not submitted until the last employee group had received their final pay. This created anxiety and stress with many as it meant a longer wait time before receiving EI. With EI changing to a 1 week waiting period, we are hoping the Board will work with the Union to help create a smoother process for EA's to receive their EI much quicker and without delays.

**PERSONAL DAYS** – We DO NOT have these in our Collective Agreement. Under the Employee Self Service, when you go into your Absence Profile, many people see the PERSONAL PD account and 2 days thinking that is what we have. Those 2 paid days are actually for the 'Special Leave' days we have in our CA under Article 20 Leave of Absence (20.07). If you have any questions regarding the type of LOA you may need to take, please contact your Area Rep or Steward and they will be happy to help you.

**BEREAVEMENT LEAVE** – Article 20.06. This can be a confusing article for some and we hear your concerns. The Board stands by the Article and the statement of 'on the death'. Therefore, we are to take our bereavement days immediately following the death of the loved one. We are not able to save them for a later time (except to hold back 1 day), as we have heard that the teachers do. If someone passes away on a Monday, then you would start your bereavement leave on the Tuesday and so forth -excluding weekends.

Whether you are entitled to the 3 or 5 days, you may request to only take 2 or 4 at that time as many families now have the Service/Memorial or Celebration of Life at a later date due to weather, family traveling from distances etc. If you require additional travel time, that is an unpaid leave of absence. If you don't feel you are able to return to work following your LOA, then you should go to your Doctor and get the proper medical note with the symptoms as to why you are unable to be at work.

**COLLECTIVE AGREEMENT** – We are still waiting on the information back from the Central Table before we can sign off and send it to print. In the meantime, if you don't have a copy of the old CA, you can download and print it off from either the DDSB website or our CUPE 218 website in the member portal section. Please do this and read it over.

**PD** – Don't forget to check PD Place throughout the year for additional workshops. The Board has also been adding online workshops and webinars on a monthly basis. These are to be taken on your own time. For the month of March you can find both Boardmaker and Clicker 6 workshops.

**QUESTIONS** – If anyone has any questions that they would like to see answered in the Newsletter, please send them to your Area Rep and we will address them in the next Newsletter.

**SENIORITY LIST** – As with every year, the updated seniority list will be sent out on March 31<sup>st</sup>, 2017. Until then, you can find last year's list on the CUPE Website in the Members Portal.

**SURPLUS/TRANSFER LETTER** – Watch your Board email as the letter to declare yourself surplus should be sent out around March 31<sup>st</sup>, 2017.

**EA COMMITTEE** – On the next page you will find the chart for each area and the Rep/Steward assigned to assist you. Please print it out and keep it on hand so if you have any questions/concerns you will know who to contact.

Please use your CUPE email address. You can either forward all other emails to your CUPE address or have that one forwarded to your personal email address. This way you will receive all correspondence sent via CUPE 218.

*We are not to be using our DDSB emails for Union business.*

Yours in solidarity,

### **BARGAINING REPS.**

Lori Richards - **Chairperson**

Kelly Gainer

Sue Wilkinson

Glen Morrison

### **STEWARDS**

Tracey Lesperance

Flo Davies

Fil Wylie

Marion Moore

## EA AREA AND CONTACT INFORMATION 2017

SCHOOL AREA	REP TO CONTACT	CONTACT INFORMATION
AJAX PICKERING	GLEN MORRISON (REP)  MARION MOORE (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 (KEDRON PS TO WOODCREST PS)  OSHAWA (ADELAIDE MCLAUGHLIN PS TO JEANNE SAUVE PS)	SUE WILKINSON (REP)  FIL WYLIE (STEWARD)	swilkinson@cupe218.ca  filomena.wylie@cupe218.ca
HIGH SCHOOLS	LORI RICHARDS (CHAIRPERSON)  TRACEY LESPERANCE (STEWARD)	lrichards@cupe218  tracey.lesperance @cupe218.ca

**When you call into the office you will be asked which school you work at and the Rep/Steward for your area will contact you.**

**REMEMBER - YOU ARE PART OF A TEAM AND YOU HAVE THE POWER TO CREATE CHANGE!**

# E.A. HEALTH AND SAFETY - PUBLIC BOARD

March 2017

As the health and safety rep and a union steward I often hear about the problems and the situations that we have to help resolve. When you deal with problem after problem it is sometimes nice to hear the good stories that are happening out there. Send me an email and tell me if things at your school are working well and why. Perhaps you have a supportive principal that always fills out the violent incident form without you having to ask. Maybe your school team meets after an incident to ensure that the BSP and programming is altered to prevent a recurrence. Perhaps the supports at your school work well and ensure that you're okay. I would like to hear some of the good stories so that I can share them.

**Behaviour Safety Plans – BSP:** There have been questions regarding BSP. What happens if a behavior safety plan is not followed? Can an EA, teacher or anyone not following the BSP be disciplined or reprimanded? I guess the answer is really a question - Why is the behavior plan not being followed? What are the barriers that prevent it from being followed? A behavior safety plan is designed and set up in collaboration with the school team including the EA's, to ensure safety for the student as well as the others. If a BSP is not being followed the question is why? The BSP is a working document and can be reviewed and updated at any point. That also goes along with when a student escalates the behavior safety plan should be updated and altered to prevent a recurrence. Now after saying this if you feel the BSP is not being followed and you're not comfortable approaching your admin, please contact me so that I can work with you to ensure that this document is updated and followed.

**Containment:** When a student has been placed in containment due to imminent risk to safety, the teacher or admin must fill out the containment form that is located in PowerSchool. This must be done for every incident when a containment is required. It is not an EA's job to fill out this form, although an EA may be part of the discussion when the form is being filled out. EA's do not have access to PowerSchool and therefore cannot fill out the form. I would like to remind all EA's that containments are only to be used when there is imminent risk to safety.

**CUPE violent incident forms:** Do you ever wonder what happens to the CUPE violent incident form when you send it in? It is reviewed by me, the EA steward that covers your area and Lori our EA chairperson. A data base is kept from these violent incident forms and often a phone call or email to the person who sent it in, to check in and see if there's anything we can do to help. Please keep an eye out for an email if you have sent one of these forms in and respond to the email to let us know that you're okay, or ask any questions that you may have. Information from the violent incident forms is also brought to the task force meetings. Here we discuss where supports are needed across the board and we discuss ways that we can assist the schools to ensure safety. Please try to send these forms in as the incident occurs, that way we can bring your situation to the task force meetings if needed. It is important for us to be updated on situations in the schools as they occur. If by chance you have sent in a violent incident form and need to speak to either myself or one of the union stewards and no one has contacted you, please do not hesitate to contact us via email or call the CUPE office and leave a message. We are always here to help.

**BE SAFE AT WORK - IT IS YOUR RIGHT!**

Kelly Gainer

EA Health and Safety Rep

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

## SENIORITY LIST FOR CUPE CONTINUING EDUCATION MEMBERS

February 2017

In accordance with our Collective Agreement which was ratified on January 10, 2017, the Durham District School Board will be creating a seniority list for Continuing Education Members. The Board's seniority list will apply to members actively employed on March 1, 2017 and will only date back two years (March 1, 2015). However, if you have been working for the Board longer than two years and would like to add to your history and increase your seniority, you will have a one-time opportunity to do so.

### Documentation

*Acceptable documentation for Permanent Continuing Education Employees includes:*

- T4s, Records of Employment or other relevant documentation from Revenue Canada
- DDSB Employment registries or contracts
- DDSB pay stubs
- DCE time sheets

### Collective Agreement Provisions

*If you attended the ratification meeting for Continuing Education on January 10, 2017, you will recall that the Collective Agreement sets out certain conditions for the creation of this seniority list. The following is a summary:*

- You cannot request information from the Board's payroll department.
- The Union-revised seniority list must be submitted to CUPE 218 for evaluation and compilation before being returned to the board.
- Once submitted, there can be no exceptions to the finalized Union-revised seniority list and no grieving of the list.

### Permanent and Casual Employees

*The provisions and requirements for permanent vs. casual employees (see definitions below) are as follows:*

- (a) Permanent Continuing Education employees:

- The seniority list for permanent employees is based on accumulated hours, not start date.
- You must provide proof of ALL HOURS worked.
- Please **calculate and total your hours for each year**, and submit this calculation along with any documentation to show evidence of your calculation.

(b) Casual Continuing Education employees:

- Please provide proof of employment for each year worked. Hours do not need to be calculated.

### **Delivery and Due Date**

*Your documentation should be submitted in a sealed envelope and given to a member of your bargaining team or sent directly to CUPE 218.*

**All information must be submitted to CUPE by May 1, 2017.**

#### **DEFINITIONS AS SET OUT IN COLLECTIVE AGREEMENT**

##### **“Casual Employee”**

- Refers to an employee who works day-to-day supply and/or long-term assignments, and who does not have regular or systematic hours of work. On an annual basis, in order to maintain continuous employment, a casual; employee must provide the Board with a completed sub status form indicating their desire to continue their employment as a casual employee
- If clause (i) does not apply, an employee who is a casual employee as agreed upon by the board and bargaining agreement
- If clause (i) and (ii) do not apply, and employee who is not regularly scheduled to work

##### **“Permanent Employee”**

- All employees who are not casual employees, or employees working in a long-term supply assignment

##### **“Long Term Supply Assignment”**

- A long term employee who is employed on an individual fixed-term contract basis, and whose employment with the Board ceases at the conclusion of that contract
- If clause (i) does not apply, a long term supply assignment will be defined as twelve (12) days of continuous employment in one assignment

# OFFICE/CLERICAL/TECHNICAL - PUBLIC BOARD

**March 2017**

The March break will soon be here! For our members in schools, I hope you have a great week, whether it's staying at home or travelling abroad. For those of you who are in the board office, or any position that doesn't give you the week off, I hope it's a little less stressful and you enjoy it too!

## **SECONDARY SUMMER FRIDAYS**

We now have the date of May 4<sup>th</sup>, 2017 set for the arbitration of secondary O.C.T. members having to take unpaid leave days or vacation days for Fridays off in the summer.

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

Our next arbitration date is set for May 31<sup>st</sup>, 2017. Our group had asked that we try to book further dates beyond May 31<sup>st</sup>, 2017, in the event that our matter is not settled on that date. This is in the works and once dates are confirmed, they will be published in the newsletter.

## **PAYROLL AND BENEFITS ISSUES**

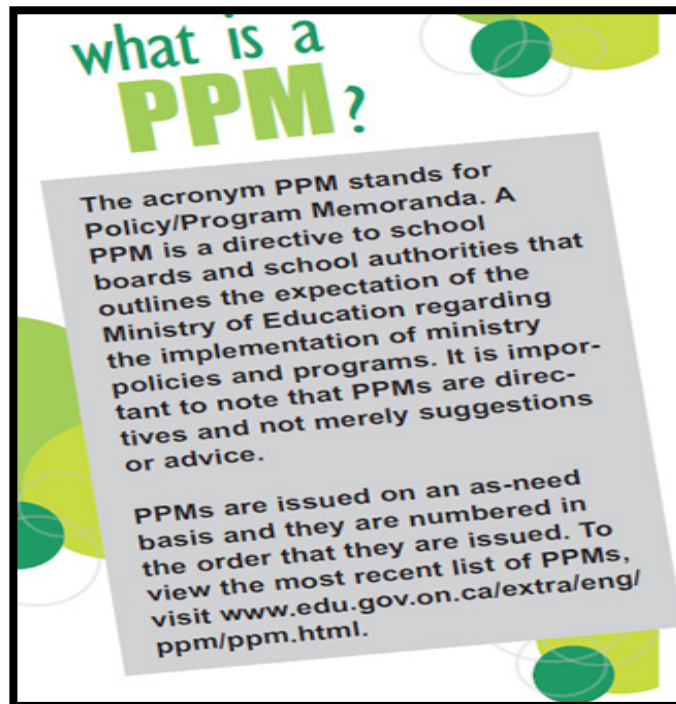
From time to time, we receive questions about issues on payroll or benefits. Since these things are confidential, the union can't always get personal information. It is therefore suggested that your first call be to the payroll department. Sometimes, it's just a matter of misinformation to the payroll department or the member which can be cleared up with a phone call. If there is still a discrepancy that can't be resolved, then call the union for assistance.

## **C.U.P.E. E-MAIL**

For those of you who still have not set up your C.U.P.E. e-mail, I strongly suggest that you do. This is one way that information is communicated to you on a timely basis. You can have it set up to be forwarded automatically to your personal e-mail address, so you don't really ever have to open the C.U.P.E. e-mail program. If you require assistance, please call the union office.

## **(POLICY/PROGRAM MEMORANDUM) PPM 159**

PPM #159 was something that was brought up at our recent O.S.B.C.C. conference. The ministry is asking for all education workers to be involved in "working together, sharing knowledge, skills and experience to improve student achievement and well-being of both students and staff". For more information, you can check out PPM 159 on the internet.



### **GENERAL MEMBERSHIP MEETING**

We would like to see you at the next General Membership Meeting on Sunday, March 26<sup>th</sup>, at 7:00 p.m.

### **O.C.T. REPS ARE:**

**Antony Nembhard - Ed. Centre Rep - [anembhard@cupe218.ca](mailto:anembhard@cupe218.ca)**

**Rachel Hunter - Elementary School Rep - [rhunter@cupe218.ca](mailto:rhunter@cupe218.ca)**

**Karen White - Secondary School Rep - [kwhite@cupe218.ca](mailto:kwhite@cupe218.ca)**

**Cathie Rousseau - Chairperson - [crousseau@cupe218.ca](mailto:crousseau@cupe218.ca)**



# CUSTODIAL/MAINTENANCE - CATHOLIC BOARD

## March 2017

*Dear Sisters and Brothers,*

March break is upon us, hopefully the warm weather is on the way more consistently.

We have our Custodial/ Maintenance PD day this Friday. Thanks to Natalie Melich and Dave Slater and the PD day committee for setting up this day, I am sure it will be another success.

We have three outstanding grievances for Article 6 of the Ministry of Education Central Agreement. These grievances involve an issue of our 120 days Short Term (STD) and Long Term Disability (LTD) process.

We have four outstanding grievances involving posting issues; two individual and two policy.

We have an agreement on one grievance involving the temporary Chief's call out list. The Board will now provide 2 hours of overtime to help with coverage the first day when a person on this list is moved from their school to cover an absent Chief. They will then provide the usual (replacement or 4 hours overtime) for all successive days after as per the Collective Agreement.

We have a Labour/Management meeting March 8<sup>th</sup>, 2017. Some items on the agenda are; Christmas daycare coverage, staffing for Continuing Education/ Alternative Education sites, workload committee procedures, and temporary vacancies.

We had a meeting on February 23<sup>rd</sup>, 2017 regarding the Chief Custodians job evaluation. We have another meeting scheduled for March 15<sup>th</sup>, 2017. Both sides have agreed to meet again to try to work out a settlement before filing for arbitration. We hope to provide more information very soon as to the direction we will take, depending on the outcome of the scheduled meeting.

If you have any questions or concerns about these or any other items/issues, please contact one of your reps listed below.

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)

# EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

**March 2017**

*Dear Members,*

March Break is here!! We wish everyone a restful and refreshing vacation! You all deserve it!

Last month we wrote about Violence in the Workplace. We hope that you read and took to heart all the information provided. PLEASE continue to fill out AdHoc Incident Reports. Also, please notify CUPE of any serious incidents or concerns/questions. We are here to support you! CUPE 218 and the province are launching a campaign geared towards ending Violence in the Workplace. This serious matter is continuous concern for all.

On another note, when communicating with parents regarding your students, please make sure that the classroom teacher knows what is being communicated. They are responsible for the student and need to have all the information.

If you have any concerns at school, please follow the chain of “command” and speak to your PST first and then the principal (site manager).

Thank you!

**Maureen MacInnis - Chairperson - [mmacinnis@cupe218.ca](mailto:mmacinnis@cupe218.ca)**

**Maureen Suddard - [maureen.suddard@cupe218.ca](mailto:maureen.suddard@cupe218.ca)**

**Carrie Boisvert - [carrie.boisvert@cupe218.ca](mailto:carrie.boisvert@cupe218.ca)**

**CUPE Office-905-571-7879**

# SECRETARIAL/CLERICAL/TECHNICAL - CATHOLIC BOARD

## March 2017

I hope the ladies who went for their KEV training within the 1<sup>st</sup> session this past week enjoyed and learned a lot. I have been told if you request help or have questions, you were assigned a person to call within the Business Department. Please, if you have any questions call or email that person and ask for that help or assistance to be able to go forward with this new system. There is a 2<sup>nd</sup> training session to be held in April to allow more school secretaries to be trained.

Your committee has a booked Labour Management meeting with the H.R. Department for March 28<sup>th</sup>, 2017.

This Unit has had two (2) grievances go forward to Step 3 with the outcome allowing the members to job shadow within the Elementary schools. This will assist the members to have the hands on experience going forward.

For all the School secretaries please use the Web Portal created to help and assist you. There are four (4) main headings – Knowledge Base, Related Applications, Calendar and The Forum.

Just a friendly reminder again, always keep your own records of the dates you are off ill, or any other reason why you would be away from work. Keeping your own records will help you remember months later if called into a meeting.

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 make copies for your own files. Please also let the Union Office know that an incident has occurred and update your Local as we are here to assist you if required.

Enjoy the March Break if you have it booked off. Rest up and enjoy time with family and friends.

See you at the General Membership meeting on Sunday, March 26<sup>th</sup>, at 7:00 PM at the CUPE Office.

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 - [nspiers@cupe218.ca](mailto:nspiers@cupe218.ca)**

# SOCIAL COMMITTEE

CUPE LOCAL 218

March 2017

*Hi Brothers and Sisters,*

We have confirmed the booking for the golf tournament. The tournament will be held on Saturday, June 24<sup>th</sup>, 2017 at Sunnybrae golf course in Port Perry. Please keep this date in mind as we had a great turn out last year with a lot of positive feedback and it may fill up quickly. The cost to take part in the tournament this year will be \$90.00 per person and includes your golf, cart, and dinner. Flyers with further details on the CUPE Local 218 Charity Golf Tournament will be out in the next month.

The next Social Committee meeting is on Sunday, March 26<sup>th</sup>, 2017. If anyone has any questions or ideas for the committee, please contact myself or any of your committee members listed below.

In Solidarity,

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

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# FIGHT THE FLOOD: KEEP YOUR PROPERTY AFLOAT

Springtime is almost here, and with it comes blooming flowers and crisp, fresh air. But as spring showers pour, Canadians are at risk for more damage than rained-out picnics – we're also at risk for property flooding.

Water damage to property can be expensive and frustrating, harming not only the home, but also possessions and the wellbeing of the people inside. Each year, springtime results in an increased number of water-related claims and, as homeowners are investing much more in their basements these days, it is important to take proactive steps to minimize the risk.

OTIP offers these tips for homeowners to keep their properties above water:

- **Inspect your roof:** To prevent leaks, get the roof inspected every few years to check the condition of the shingles. Clear out gutters to prevent blockages.
- **Install a backwater valve:** These valves close automatically if the sewer backs up and can prevent thousands of dollars in damage.
- **Scope out your sump pump:** If your basement has one, examine it and do a test run if it doesn't get used frequently.
- **Check your foundation:** This is especially important as the ice melts. If you notice water pooling, find a way to lead the liquid away from your home.
- **Start right:** If you are finishing your basement, make sure to seal your exterior walls.
- **Examine your insurance:** While overland flooding is generally not covered by insurance, you can add additional coverage, including protection from sewage backup.

OTIP can answer your questions and help you understand your policy. Call OTIP today at **1-888-892-4935** and we will assess your situation to ensure you have the coverage required to protect you from water damage.

