



OCTOBER

**NEWSLETTER
2017**

**MEMBERSHIP MEETING
CUPE LOCAL 218 HALL**

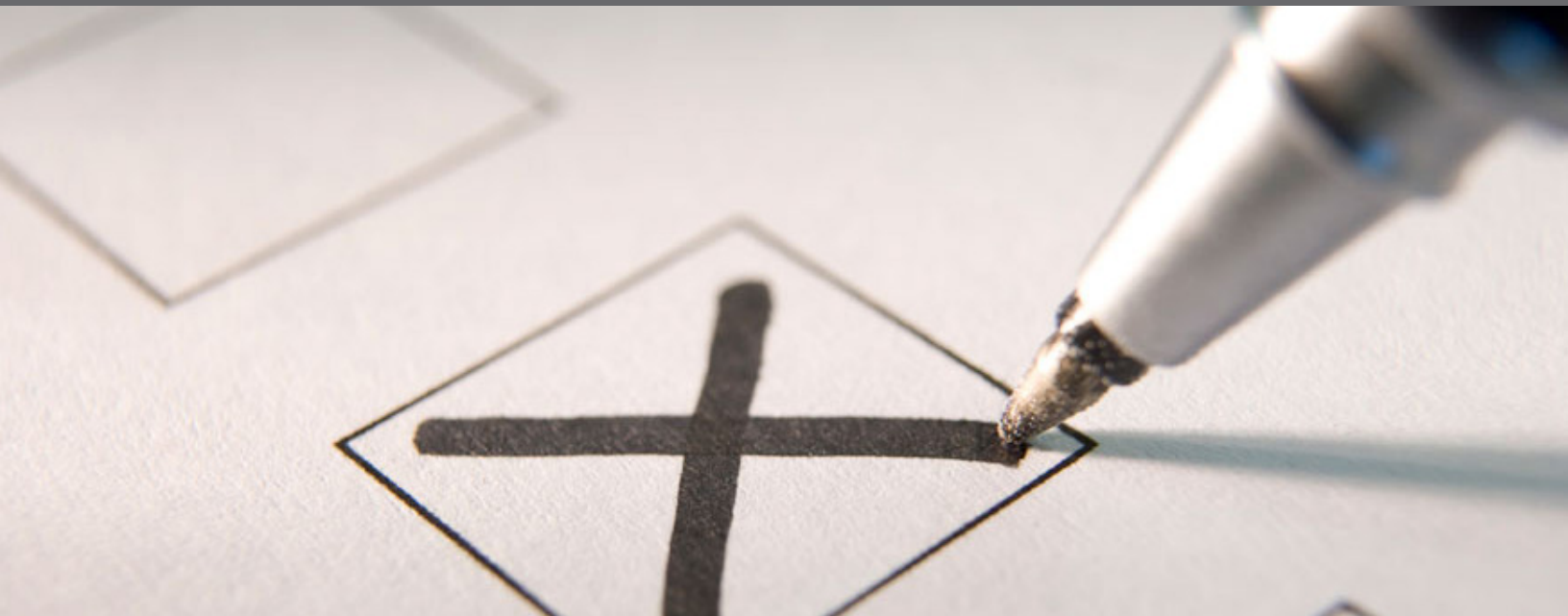
SUNDAY, OCTOBER 22TH, 2017 at 7:00 P.M.

CUPE LOCAL 218 HALL 2080 WENTWORTH ST., WHITBY

CUPE218.CA  @CUPE218



NOMINATIONS & ELECTIONS



CATHOLIC BOARD EDUCATIONAL ASSISTANT STEWARD

TERM: UPON ELECTION – DECEMBER 31, 2018

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PRESIDENT'S MESSAGE

October 2017

Dear Sisters and Brothers,

Well it was a little late coming but summer in the fall works for me!

We have received a date from the Ontario School Board Coordinating Committee (OSBCC) for the pay outs to the Charter Challenge as a result of Bill 115 being deemed unconstitutional. The OSBCC anticipates payments will be made by the end of January 2018. Again, this applies to all members who were employed and covered by CUPE Collective Agreements between September 1st, 2012 and August 31st, 2014.

All members should now have received their 1.5% increase effective September 1st, 2017. Our next increase will be November 1st, 2017 which will be the 0.5% lump sum. This is a one time payout and will not be included as an increase to your hourly rate of pay.

All Collective Agreements for the Durham Public members have gone to print. Once we receive them at the office they will be labeled and sent to members at all locations.

November 11th and 12th, 2017 your Executive will be attending a meeting in Toronto regarding restructuring of the OSBCC as well as Benefit Trust updates. It is currently anticipated that CUPE Education Workers Benefits Trust will commence February 1st, 2018. I will be providing more information on this after our meeting.

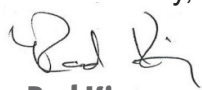
CUPE Provincial Health and Safety Working Group regarding violence in our schools have been meeting every two weeks on a tool to help our members and school boards with protocols and legislation regarding violence in the workplace as well as how incidents should be reported. They are also working on how information related to a student with a history of violent behavior can be accessed. More information will follow.

Congratulations to Sister Sue Wilkinson, Secretary Treasurer, Sister Ramona McDonald, Recording Secretary and Brother Ken Wilkins, Sergeant at Arms, who were all acclaimed to their respective positions for another 2 year term. I would like to thank them for the ongoing commitment to you the members.

On a regrettable note we have received two resignations from the Continuing Education Bargaining unit. Sister Maureen O'Reilly who was Chair of the unit and was instrumental in organizing this unit with CUPE as well as achieving their first Collective Agreement, as well as Sister Kasia Kaszetenna who was a Bargaining rep. I would like to thank them for their commitment and dedication and wish them well in their futures. A big thank you to Sister Jane Batterink for assuming the role as Chairperson of the unit. Also, thank you Sister O'Reilly for staying on the Committee to help Sister Batterink with the transition.

Our next General Membership meeting will be Sunday, October 22nd , 2017 at 7:00 PM at the CUPE office. Please plan to attend.

In Solidarity,



Rod King

President

CUPE Local 218

Location: 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

Website: www.cupe218.ca

VICE PRESIDENT'S MESSAGE

October 2017

WHEN YOU REALLY SHOULD CONTACT THE UNION OFFICE!!!!

If you have been invited to a meeting – contact the office to make sure there is a union rep. going.

If you get information on your WSIB claim. Remember.... The union is NOT copied in on letters from WSIB. You have to keep us informed.

If you have medical for absences. If you are off for any extended period OR you need accommodations then the union needs to be involved in your return to work.

If you have applied for a posting and you don't hear anything after a week.

If you get into trouble We usually hear about that, but not your side of the issue.

If you have questions.... Call it may not be the people in the office answering your questions but they will get direct the message out to the rep. for your school/area. Most of the reps email addresses are in the newsletter. Quick emails or phone calls can often clear up misunderstandings. Don't believe rumours.

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 keep copies of all documentation that you send to WSIB, and keep the union office informed.

Congratulations

to Sue Wilkinson, Ramona MacDonald and Ken Wilkins who were acclaimed to their positions as Secretary Treasurer, Recording Secretary and Sargent at Arms on Sept 24th 2017.

Please plan on attending the next General Membership Meeting to be held Sunday October 22nd, 2017 at 7:00 P.M. at the CUPE office, 2080 Wentworth St., Whitby.

Yours in solidarity,

Marion Moore

Vice President and Disability Rep.

CUPE Local 218

mmoore@cupe218.ca

CUSTODIAL/MAINTENANCE - PUBLIC BOARD

October 2017

Dear Sisters and Brothers,

I hope everyone had an enjoyable Thanksgiving and had time to spend with family and friends. I would also like to wish everyone a Happy Halloween.

I would like to congratulate Sister Sue Wilkinson, Secretary Treasure, Sister Romona McDonald, Recording Secretary and Brother Ken Wilkins, Sergeant at Arms who were all acclaimed at our last General Membership meeting.

We have 7 Grievances that have been approved to proceed to Arbitration, 1 in Abeyance and 2 Grievances what are ready for the STEP II meeting. We have secured dates for most and are in the process of securing dated for the remainder.

The Collective Agreements are ready and will be sent out very shortly. We appreciate your patience while we were waiting for clarification with the Central wording and making final correction.

You should have received your Uniform Voucher by now. Please note the dates on your Voucher to place your order, this is to help MARK's Work Warehouse to have stock and employees to assist us. If you are unable to visit MARK's on these dates we ask that you contact Mark Watson Custodial Manager to notify him with the date that you are able to visit MARK's Work Warehouse.

The Transfer List and the Acting Chiefs list have been updated and received. If you have any questions please don't hesitate to contact the Union office.

BILL 115 Remedy Settlement – PLEASE go on line to our website and log on www.cupe218.ca to register.

SOCIAL MEDIA

Pease be mindful what you are posting.

RECYCLING RESPONSILBILIES

It is the Chief Custodians responsibility to have the Recycling Totes available to receive and organize the Recycling in the proper Totes and to place the Totes at the designated area for pick-up. Please keep in mind we are a part of a team in our work locations and we from time to time ask for cooperation in a variety of areas which we appreciate.

I would like to say Thank You to the Membership for the opportunity for being able to attend the 2017 CUPE National Convention in Toronto. This allows me to network with other Locals across Canada and for your Local to have a vote on where we would like to see our resources used.

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 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

John Allan

Dan Mills

Jeff Goodwin

Robin Fair

***Our next General Membership meeting is Sunday, October 22nd, 7:00 PM at the CUPE office.
Please plan to attend.***

CUSTODIAL/ MAINTENANCE

HEALTH AND SAFETY REPORT

October 2017

It surely has been a crazy beginning to the fall season. Higher than average temperatures and humidity have created some trying days for all staff and students. Please remember the Boards Guidelines to extreme temperatures. I have attached for all to print off if they do not already have. But always remember to pace yourself accordingly and drink your fluids. Make recommendations to your admin to use rooms that have AC on a rotational schedule.

I can also say that this issue is at the provincial table and being reviewed with hope of change in the future to funding and procedures as this type of weather is more than likely here to stay. In our jobs it is nothing new as we have become accustom to dealing with this in the months of July and August but have been proactive in dealing as best we can maybe this is the push that we need to change the system as saving money shouldn't be the bottom line working safe is.

The changes to the workplace inspections are still underway and should be rolled out starting in December if all goes well with training of the Ajax area schools and secondary chiefs which I will be doing with Samantha Yip of the Health and Safety department. We also hope to look at the scheduling of the inspections at elementary level to ease the issues on the Chief. If you see unsafe practices during your day report to the principal and the teacher rep of the school right away including an e-mail to your supervisor to have it resolved. If there is no action please contact me. There is no reason for us to have unsafe practices as the Board has covered off a lot of the issues with policies/procedures and central file memos. Which are to be followed and within your right to address and have removed.

Lastly working at heights has turned into a very complex issue with lots of moving pieces and I have been working with Health and Safety to be able to get lists of inspections that have been done and to see what kind of schedules exist for repair and replacement as well as upgrades. With the two main supervisors moving on or retiring things have gotten very bogged down and I apologize for this but things are starting come together and I will continue to push for the right to know and participate more closely .

That is it for now please remember that there is never a stupid question. Take what time you have and enjoy with friends and family be mindful of the upcoming time change as it truly does have effect on the body and mind.

See You Along The Path

Dan

Email: daniel.mills@cupe218.ca

Tel: 905-571-7879

RECOGNIZE THE SIGNS OF HEAT RELATED ILLNESSES

HEAT STROKE

**THIS IS A MEDICAL EMERGENCY
CALL 911**

- Body Temperature over 40 degrees
- Weak • Headache • Fainting • Dizzy
- Fast pulse

HEAT EXHAUSTION

- Body temperature over 38 degrees
- Nausea/vomiting • Fast breathing
- Cool and moist skin

HEAT RASH

- Severe itching • Bumpy, red rash

HEAT CRAMPS

- Pain in arms, legs or stomach



Refer to the extreme temperature guideline

SAFETY: EVERYONE'S RESPONSIBILITY



EXTREME WEATHER GUIDELINE

October 2017

1.0 Purpose

The purpose of this document is to provide a guideline for the use of administrators and employees when extreme weather conditions (hot/cold) may produce health implications (Appendix 1 and Appendix 2).

2.0 Scope

This guideline applies to all school board staff and students.

3.0 Responsibilities

3.1 Superintendents

Superintendents are responsible for ensuring administrators/supervisors are familiar with this guideline.

3.2 Administrators/Supervisors

Administrators/supervisors are responsible for educating staff and students on the signs and symptoms related to extreme heat and cold weather conditions and the suggested controls.

3.3 Employees

Employees are responsible for learning to recognize the signs and symptoms related to extreme heat and cold conditions. It is important that an employee reports any symptoms related to heat or cold stress to their administrator/supervisor.

3.4 Occupational Health and Safety Department

The Occupational Health and Safety Department is responsible for keeping this guideline up to date and providing guidance relative to the Occupational Health and Safety Act.

4.0 Hot Weather Conditions

4.1 Humidex

Humidex describes how the combination of temperature and humidity feels to the average person. The humidex combines the outside temperature and the humidity (dew point) into one number to reflect the perceived temperature. It is a measure of how hot we feel. The relation between humidex and comfort is subjective and varies widely between individuals. Environment Canada provides the following guide in Table 1 as a measure of discomfort relating to the humidex value.

Table 1: Degrees of Comfort Based on Humidex

Humidex Range	Degrees of Comfort
20-29°C	Comfortable
30-39°C	Some discomfort
40-45°C	Great discomfort; avoid exertion
Above 45°C	Dangerous
Above 54°C	Heat stroke imminent

One or more of the following actions may be required when Environment Canada has issued a Humidex Advisory. A Humidex Advisory is issued when the air temperature is over 30°C and the Humidex is over 40°C.

Administrator's Actions:

- The administrator shall make announcements throughout the day reminding staff and students of hydration needs.
- A cool location should be made available in the building to allow workers to cool down during break and lunch times.
- Ensure staff are trained to recognize signs and symptoms of heat stress, along with the causes, treatment and preventative action (refer to Appendix 1). A “buddy system” can be used where staff monitors each other for signs of heat stress since people may not notice their own symptoms.
- Modify activities that involve physical exertion, exposure to sun and hot environments (rest periods, hydration, activity location change, and greater vigilance for heat stress symptoms should be considered).

Environmental Controls:

- Open windows and doors to allow air to circulate where effective and applicable.
- Use school purchased portable fans to assist in circulating air.
- Use blinds, curtains, or reflective coatings on windows to reduce direct sunlight.
- Relocate staff and students when necessary to a cooler location (e.g. third floor class moved to the first floor, cafeteria, library or outdoors).

Individual Controls:

- Wear loose fitting clothing that is light in weight; light colour clothing is better than dark.
- Wear clothing made of fabrics that wick sweat away from the skin and allow sweat to evaporate.
- Staff should alter time of day for physically demanding tasks and/or reduce pace of work.
- Alter type of physical activities for students.
- Staff and students should eat lightly and drink plenty of liquids to replace fluid loss due to heat. The Ontario Ministry of Labour recommends drinking a cup of water every 20 minutes in extreme heat. Fluids include water or fruit juice, not caffeinated drinks.
- Wear sunscreen with an SPF of 15 or higher whenever working outdoors; other protective measures are a hat and sunglasses.

4.2 Personal Risk Factors Affecting Heat Tolerance

There are a number of factors that can affect an individual's level of heat tolerance and his/her ability to work in hot environments. These factors include but are not limited to:

- Use of therapeutic drugs and medications (e.g. blood pressure medications, diuretics, etc.).
- Diseases such as cardiovascular, multiple sclerosis, diabetes, etc.
- Physical conditions such as pregnancy, reduced level of fitness, and age.

It is important for individuals to seek advice from their personal physician if they are feeling the effects of heat and to identify any restrictions related to working in hot conditions. Staff should provide information about specific heat related restrictions to their supervisor.

5.0 Cold Weather Conditions

5.1 Outdoor Temperature

Low temperatures, especially combined with strong winds, can lead to frost nip and frost bite and in extreme cases, hypothermia (Refer to Appendix 2 for a list of cold related signs and symptoms and preventative measures that can be taken).

When the wind chill approaches -28°C , principals must be particularly vigilant and consider keeping children indoors for recess and lunch hour.

School Staff should encourage parents to dress children appropriately at all opportunities. Appendix 3 contains key messages for parents that can be sent home with children.

Should weather conditions be so extreme to warrant a school closing, Board Procedure #3411 will take effect.

5.2 Indoor Temperature

- The minimum indoor working temperature outlined in the Occupational Health and Safety Act is 18°C. There are several exceptions noted in the Occupational Health and Safety Act (i.e. opening of a door makes the heating of that area impracticable). If the building temperature is not 18°C, then the following steps should be followed:
- As soon as the problem is discovered, the principal shall call Maintenance to have the situation assessed. If Maintenance is not readily available, contact should be made with the Manager of Custodial Services or the Superintendent of Facilities Services.
- The Principal should relocate the affected classroom(s) to a warmer location.
- If the temperature cannot be restored above 18°C, the Administrator should consult with the Area Superintendent to discuss a plan of action (i.e. classroom(s) relocation or dismissal through Board Procedure#6500).

Appendix 1

Table 2: Ministry of Labour, Health and Safety Guidelines for Treatment and Prevention of Hot Weather Related Hazards

	Cause	Symptoms	Treatment	Prevention
Heat Rash	Hot humid environment; plugged sweat glands.	Red bumpy rash with severe itching.	Change into dry clothes and move to a cool area. Rinse skin with cool water.	Wash regularly to keep skin clean and dry.
Sunburn	Too much exposure to the sun.	Red, painful, or blistering and peeling skin	If the skin blisters, seek medical aid. Use skin lotions (avoid topical anesthetics) and work in the shade.	Work in the shade; cover skin with clothing; apply skin lotions with a sun protection factor of at least 15. People with fair skin should be cautious.
Heat Cramps	Heavy sweating drains a person's body of salt, which cannot be replaced by just drinking water	Painful cramps in arms, legs or stomach, which occur suddenly at work or later at home. Heat cramps are serious because they can be a warning of other more dangerous heat induced illnesses.	Move to a cool area; loosen clothing and drink cool salted water (1 tsp. Salt per gallon of water) or commercial fluid replacement beverage. If the cramps are severe or don't go away, seek medical aid.	Reduce activity levels and/or heat exposure. Drink fluids regularly. Workers should check on each other to help spot the symptoms that often precede heat stroke.

	Cause	Symptoms	Treatment	Prevention
Fainting	Fluid loss and inadequate water intake.	Sudden fainting after at least two hours of work; cool moist skin; weak pulse.	GET MEDICAL ATTENTION. Assess need for CPR. Move to a cool area; loosen clothing; make person lie down; and if the person is conscious, offer sips of cool water. Fainting may also be due to other illnesses.	Reduce activity levels and/or heat exposure. Drink fluids regularly. Workers should check on each other to help spot the symptoms that often precede heat stroke.
Heat Exhaustion	Fluid loss and inadequate salt and water intake causes a person's body's cooling system to start to break down.	Heavy sweating; cool moist skin; body temperature over 38°C; weak pulse; normal or low blood pressure; person is tired and weak, and has nausea and vomiting; is very thirsty; or is panting or breathing rapidly; vision	GET MEDICAL AID. This condition can lead to heat stroke, which can kill. Move the person to a cool shaded area; loosen or remove excess clothing; provide cool water to drink; fan and spray with cool water.	Reduce activity levels and/or heat exposure. Drink fluids regularly. Workers should check on each other to help spot the symptoms that often precede heat stroke.
Heat Stroke	If a person's body has used up all its water and salt reserves, it will stop sweating. This can cause body temperature to rise. Heat stroke may develop suddenly or may follow from heat exhaustion.	High body temperature (over 41°C) and any one of the following: the person is weak, confused, upset or acting strangely; has hot, dry, red skin; a fast pulse; headache or dizziness. In later stages, a person may pass out and have convulsions.	CALL AMBULANCE. This condition can kill a person quickly. Remove excess clothing; fan and spray the person with cool water; offer sips of cool water if the person is conscious.	Reduce activity levels and/or heat exposure. Drink fluids regularly. Workers should check on each other to help spot symptoms that often precede heat stroke.

Table 4: Environment Canada Wind Chill – Minutes to Frostbite

The following are approximate values

Temperature (°C) Wind (km/h)	-15	-20	-25	-30	-35	-40	-45	-50
10	*	*	*	15	10	8	7	2
20	*	30	14	10	5	4	3	2
30	*	18	11	8	5	2	2	1
40	42	14	9	5	5	2	2	1
50	27	12	8	5	2	2	2	1
60	22	10	7	5	2	2	2	1
70	18	9	5	4	2	2	2	1
80	16	8	5	4	2	2	2	1

* = Frostbite unlikely
The wind speed, in km/h, is at the standard anemometer height of 10 metres (as reported in weather observations).

Legend:

Frostbite possible in 2 minutes or less



Frostbite possible in 3 to 5 minutes



Frostbite possible in 6 to 10 minutes



Appendix 2

Table 3: Environment Canada Wind Chill Hazards and Prevention

Wind Chill	Description	Health Concern	What to Do
0 to -9	Low	<ul style="list-style-type: none"> • Slight increase in discomfort 	<ul style="list-style-type: none"> • Dress warmly, with the outside temperature in mind.
-10 to -27	Low	<ul style="list-style-type: none"> • Uncomfortable • Risk of hypothermia if outside for long periods without adequate protection may be blurred. 	<ul style="list-style-type: none"> • Dress in layers of warm clothing, with an outer layer that is wind-resistant. • Wear a hat, mittens and scarf. • Keep active
-28 to -39	Increasing risk: exposed skin can freeze in 10 to 30 minutes	<ul style="list-style-type: none"> • Check face and extremities (fingers, toes, ears and nose) for numbness or whiteness • Risk of hypothermia if outside for long periods without adequate protection 	<ul style="list-style-type: none"> • Dress in layers of warm clothing, with an outer layer hat is wind-resistant. • Cover exposed skin: wear a hat, mittens and a scarf, neck tube or facemask. • Keep active.
-40 to -47	High risk: exposed skin can freeze in 5 to 10 minutes	<ul style="list-style-type: none"> • Check face and extremities frequently for numbness or whiteness (frostbite) • Risk of hypothermia if outside for long periods without adequate protection 	<ul style="list-style-type: none"> • Dress in layers of warm clothing, with an outer layer that is wind-resistant. • Cover exposed skin: wear a hat, mittens and a scarf, neck tube or facemask. • Keep active.

Suggested Parental Guidelines for Cold Weather

Winter can be a wonderful time for play. Participating in winter sports will help keep the whole family healthy, but injuries can spoil the fun. Here's how to keep kids safe during winter play.

Clothing for outdoor play:

All winter activities require warm, dry clothing. To prevent frostbite, children should be dressed in warm clothes, including:

- a hat (warm, close-fitting, and covering ear lobes; not a 'fashion' hat or baseball cap),
- mittens (gloves do not keep hands warm as effectively as mittens),
- loose layers (an absorbent synthetic fabric next to skin, a warmer middle layer, and a water resistant/repellent outer layer),
- socks A single pair of socks, either wool or a wool blend (with silk or polypropylene) is better than cotton which offers no insulation when wet. Avoid extra thick socks as they can cause cold feet by restricting blood flow and air circulation around the toes.
- boots Be sure boots are dry and not too tight.

Children should get out of wet clothes and shoes as quickly as possible as they are the biggest factors in frostbite.

Jackets should be zipped up. To avoid strangulation during play, use tube-shaped neck warmers instead of scarves. If scarves must be used, tuck them into jackets. Remove drawstrings on hoods and jackets because they are also a safety hazard; better yet, buy clothes without drawstrings.

Safe weather for outdoor play:

Children should play indoors if the temperature falls below -28C (-13F), regardless of the wind chill factor.

Children should play indoors, regardless of the temperature, if the following occurs:

- The wind chill factor is reported as -28 C (-15F) or greater (This is the temperature at which exposed skin freezes in a few minutes)
- Keep children away from the banks of ponds, lakes, streams and rivers during the spring thaw.
- Use sunscreen even on cloudy days.

Adopted from guidelines published by The Hospital for Sick Children, University of Toronto.

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

October 2017

We hope you all had a wonderful Thanksgiving weekend spent with family and friends! We certainly have had beautiful weather to be thankful for!

WEBSITE/EMAIL

With everything that will be coming up in the near future – lump sum in November, Bill 115 Remedy settlement payout in January and the new Benefit Trust in Feb – be checking the CUPE 218 website, portal and your CUPE email for updates. If you have forgot your login or are having difficulties, call the CUPE office 905-571-7879 to speak with or email Sue Wilkinson swilkinson@cupe218.ca and she will help get you up and running. Many people forward their CUPE email account to a personal one or are using the CUPE account as their new email but tend to forget checking the website. This is where you can find many updates, the collective agreements, Newsletters, Health & Safety info, forms etc for your use.

HEALTH & SAFETY

Make sure to read Kelly Gainers portion of the Newsletter as she always has valuable information in regards to your safety and rights. Please do not use the CUPE yellow Violent Incident forms any longer. It is to be done on line (Kelly has given instructions for that), as the new forms go both to the Board and Union.

CONTACT THE REP FOR YOUR AREA

If you have questions or concerns please contact the Rep or Steward for your Area school. Calls or emails to the union office will be directed to them as well. If you have an emergency contact the union office right away.

This has been an extremely busy start to the school year and we apologize if we haven't gotten back to you right away.

If you haven't received a return phone call or email from any of us, please call again and/or resend your email to bring it back up to the top of our emails.

NEW LEAVE OF ABSENCE ON LINE REQUEST

By now you should all have received the email regarding how to apply for any type of Leave of Absence on line. If you have any difficulties in obtaining your leave or are denied, please send all of the information along with the email for your request to the union office office@cupe218.ca or myself lrichards@cupe218.ca so we can try getting it corrected.

BILL 115 REMEDY SETTLEMENT

If you worked for a school board during the 2012-13 or 2013-14 school years, you could be eligible for the settlement pay. You can confirm your eligibility by going to www.bill115.cupe.on.ca

If you know of someone who worked during that time but has since retired or passed away, please pass this message on to them or a family member as they would be entitled as well.

WHETHER YOU'RE AN EA1, EA2 OR OUTDOOR ED INSTRUCTOR—YOU MAKE A DIFFERENCE EVERYDAY IN A STUDENTS LIFE! THAT'S SOMETHING TO BE PROUD OF!

In Solidarity,

BARGAINING REPS

Kelly Gainer
Sue Wilkinson
Glen Morrison
Lori Richards

STEWARDS

Flo Daviesc
Fil Wylie
Marion Moore
Tracey Lesperance

EA AREA AND CONTACT INFORMATION 2017-18

SCHOOL AREA	REP TO CONTACT	CONTACT INFORMATION
AJAX	GLEN MORRISON (REP)	gmorrison@cupe218.ca
PICKERING	MARION MOORE VP (STEWARD)	mmoore@cupe218.ca
WHITBY	KELLY GAINER (REP) (H&S Rep)	kgainer@cupe218.ca
NORTH	FLO DAVIES (STEWARD)	florence.davies@cupe218.ca
OSHAWA (KEDRON PS TO WOODCREST PS)	SUE WILKINSON (REP)	swilkinson@cupe218.ca
OSHAWA (ADELAIDE MCLAUGH- LIN PS TO JEANNE SAUVE PS)	FIL WYLIE (STEWARD)	filomena.wylie@cupe218.ca
HIGH SCHOOLS	LORI RICHARDS (CHAIRPERSON) TRACEY LESPERANCE (STEWARD)	lrichards@cupe218.ca tracey.lesperance@cupe218.ca

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY

October 2017

Preventing the Flu:

Unfortunately the Flu season is near. It is predicted that this will be a miserable 2017 -18 flu season. Be preventative - get vaccinated each year, cover your cough, wash your hands often and avoid touching your face are all ways to help stop the spread of germs and prevent respiratory illnesses like the flu.

Violent incidents:

The new violent incident reporting system is up and running. Many EAs are doing the reports but I am aware that some are not. **All staff have a responsibility to report a violent incident to their supervisor/principal.** Why is it important to file an online violent incident report? It allows the DDSB to know about dangers to staff/students and look at supports/early intervention that will help to reduce/eliminate the unsafe behaviour. Let's look at a possible scenario – You are off sick and a supply EA that comes into your school. How would you feel if this supply EA gets hurt, is now off work or even has a possible life altering injury? All because you did not report the violent incidents, you did not report the “risk of Injury” behaviours to your principal. There are no interventions, no updated BSP, no information to the Supply EA. Reporting puts in place the possible “risk of injury” notification to other staff to ensure their safety.

If you have not had the chance to review the “Reporting Violent Incidents” and “Workplace Violence” power point presentations, please take the time. It is located on the DDSB staff portal / Health and Safety tab.

Below is a slide from the power point presentation.

In the Occupational health and Safety Act, workplace violence is defined as:

- The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker
- An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,
- A statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to a worker.

If an incident occurs, use this definition to determine if an Employee Violent Incident report needs to be completed

SAFE SCHOOLS Form:

When dealing with a violent incident you need to complete the online violent incident form and also submit a safe schools form. I have noticed that many of the violent incidents reports indicate that the “Safe Schools

form” has not been completed. You can find this form on the DDSB staff portal / Safe Schools tab / Teacher resources link.

	Employee Violent Incident Report (OHSA)	Safe Schools Incident Report (PPM 144/145)	Accident (Injury) Report
Example 1 Student physically harms another student		X	
Example 2 Student physically strikes you – no injury	X	X	
Example 3 Student physically harms you and causes injury	X	X	X
Example 4 Student verbally threatens to harm you	X	X	
Example 5 Student uses offensive language towards you but does not threaten any harm		X	
Example 6 A parent or member of the public threatens to harm you	X		

From the DDSB violent incident reporting power point

Diapering procedure:

The diapering procedure is located on the DDSB staff portal / Health and Safety tab / infection prevention and control tab. Talk to the custodian at your school for the best way to dispose of diapers.

PD Days:

- Everyday Fitness
- Health and Safety for Educational Assistants.

Both of these workshops have valuable information to share with EAs. Please watch for these workshops when registering for the PD Day.

Keep safe, report unsafe situations and be proactive to ensuring good health.

Kelly Gainer

CUPE EA Health and Safety Rep.
kgainer@cupe218.ca

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

October 2017

Dear Members,

We hope you had a wonderful Thanksgiving and a good long weekend!

We ask that you continue to fill out the AdHoc Incident Reports. This is especially helpful for new students in order to collect and track data of violent incidents. Please also, contact the CUPE office at 905-571-7879 if you have sustained an injury. The office needs to know this information, as a rep will be assisting you at any meetings. Please also remember to read the Safety Plans when working with your students who have one. Wear the proper PPE as laid out in the Plan.

There is an upcoming P.A. Day on Oct. 20th. We will be signing up for workshops on PD Place. A memo will be coming out shortly.

We are here for you for any questions or concerns. We may not have all the answers for you but we will direct you to the proper place or find out for you!

Yours in Solidarity,

Maureen MacInnis - Chairperson/Whitby Schools- 905-571-7879

Maureen Suddard - Ajax/Pickering Schools-905-571-7879

Carrie Boisvert - Oshawa/Northern Schools-905-571-7879

CONTINUING EDUCATION UNIT

October 2017

Dear Sisters and Brothers,

I'm writing to let you know that I have resigned as the chair for the Continuing Education Unit and I would like to take this opportunity to say a few words of thanks.

Thank you to the Continuing Education members. Thank you for believing in me, for signing a registration card and most importantly for voting to unionize. Without you, we would not be where we are today. Thank you for your kindness and patience in what has been a very long struggle to achieve our goals. What has changed since you voted? It is amazing what we have accomplished together.

A first and now second collective agreement

Central bargaining by the Ontario School Board Coordinating Committee (OSSBC)

Return of sick days

Short Term Disability

Pension plan

Retroactive pay for unpaid sick days

End of time sheets

End of applying for jobs twice/year

End of interviewing for jobs twice/year

Permanent status

Permanent payroll

Recognition of ELT instructors as permanent employees

Raises

Seniority list

Forthcoming:

Medical benefits coming spring 2018

Bill 115 financial settlement coming spring 2018

Thank you to CUPE 218. As members, you allowed us into your local, treated us as equals and showed us compassion. Thank you for your support.

Thank you to my committee members, past and present. Thank you for your hard work, for your strength and for standing by me, not always easy!

Thank you to the Executive Committee and CUPE 218 staff. Your leadership, education and patience has served Con Ed well. Thank you for guiding me. A special thank you to Sue and Cathie who endured endless enquires and assisted me tirelessly.

Thank you to CUPE National. Without the diligence and strength of our national representatives, Debbie Oldfield and Linda Newman, we would not be where we are today. Thank you!!!

For all we have achieved, I do have a major regret; I have not been able to initiate the job evaluation process. I still truly believe the childminders deserve a raise and will get a raise when Job Evaluation is completed. To the childminders, I am sorry this has not happened yet.

In my decision to resign as chair, I am extremely grateful to Jane Batterink who has taken on the challenge. I believe with her knowledge, wisdom, enthusiasm and dedication she will rise to the challenge and take us to new heights. Please support Jane in all her efforts.

In Solidarity,

Maureen O'Reilly

CONTINUING EDUCATION - PUBLIC BOARD

October 2017

We hope the fall semester is going well for you.

There have been some issues with permanent payroll. Please advise us of any errors. A reminder that, as part of our union's agreement with the province, we received a 1.5% increase as of September 1, 2017. Unfortunately, this has been late getting implemented by the Board. We are working to resolve this situation, and to avoid a similar omission going forward.

The payout which was described in our President's letter of September (which was a settlement for Bill 115, the Putting Students First Act), has now been moved to January. This is to give the parties more time to finalize the list of eligible recipients. Be sure to check at <http://bill115.cupe.on.ca> to ensure that your name is on the list. The deadline is November 10, 2017.

There have been several changes to our committee. Maureen has stepped down as Chair, but will continue to serve on the committee. Kasia Kasztenna has stepped down from the committee. We would like to thank them both for the many hours they put into the busy last years. We need one new member and encourage you to think of names to put forward for nomination at our next general membership meeting.

General membership meetings are held once a month, usually on the fourth Sunday of the month. Our next meeting is October 22nd and we hope to see you there.

In solidarity,

Jane Batterink

Bargaining Chair

Public Board

Continuing Education

YOUR BARGAINING COMMITTEE:

Jane Batterink - jbatterink@cupe218.ca

Maureen O'Reilly - moreilly@cupe218.ca

OFFICE/CLERICAL/TECHNICAL

October 2017

Hope everyone had a wonderful Thanksgiving. It's hard to believe we're a month into the new school year already. What a busy startup!

C.U.P.E. NATIONAL CONVENTION

The National Convention was held in Toronto this year from October 1-6. Since the newsletter submission was due before the completion of the convention, I will put any updates in the November newsletter.

ONTARIO SCHOOL BOARD COORDINATING COMMITTEE LEADERSHIP MEETING

The O.S.B.C.C. will be having a Leadership meeting in Toronto on November 11th and 12th. The purpose of this meeting is to be given information regarding the proposed new structure for O.S.B.C.C. and an update regarding our new Benefits plan. The new benefits under the C.U.P.E. Education Workers' Benefits Trust will begin February 1, 2018. Keep checking our website as information becomes available.

REMEDY UPDATE

In June, C.U.P.E. members had the opportunity to vote on the proposed remedy for settlement of our lawsuit on Bill 115. The remedy was voted in favour of acceptance by 93.4%. We have been informed that the payment to all members who worked at any time between September 1, 2012 and August 31, 2014, will be sent by the end of January, 2018. At this time, the exact amount of the payment to each member is unknown, as it will depend on how many members qualify throughout the province.

JOB VACANCIES

We need your help! If you know of an O.C.T. C.U.P.E. position that has been vacated but not posted, please let your union rep know. We are not always aware of all vacancies and can't do anything when we don't know.

ADDRESS CHANGING?

If you are planning to move, please be sure you notify the union of your change of address. When you retire, the union provides a monetary gift. It would be helpful in getting that to you if we have up to date address information.

GENERAL MEMBERSHIP MEETING

We would like to see you at the next General Membership Meeting, on Sunday, October 22 at 7:00 p.m.

O.C.T. REPS ARE:

Antony Nembhard (Ed. Centre Rep) – anembhard@cupe218.ca
Rachel Hunter (Elementary School Rep) – rhunter@cupe218.ca
Karen White (Secondary School Rep) – kwhite@cupe218.ca
Cathie Rousseau (Chairperson) – crousseau@cupe218.ca

SOCIAL COMMITTEE

October 2017

Hi Brothers and Sisters,

Welcome back! I hope everyone had a fantastic summer and got some well deserved rest and relaxation.

We had our 2nd Annual Charity Golf Tournament at the end of June and it was a great success. We raised \$3000 for the United Way of Durham again this year. Everyone had a great day and the weather even co-operated for us too.

We'd like to give a special thanks to all of our volunteers that helped us out to make this day the success it was.

We will be having another Children's Christmas Party again this year. The flyer should be on the CUPE Local 218 website within 2 weeks. It will be open to children 12 years old and younger. This party is open to active members and retirees as well. If you are interested in coming, please keep your eye out for the flyer and contact one of your Social Committee Members below.

In solidarity,

Ken Wilkins - Social Committee Chairperson

kenneth.wilkins@cupe218.ca

John Allan

john.allan@cupe218.ca

Bobby Montgomery

bmontgomery@cupe218.ca

Glen Morrison

gmorrison@cupe218.ca

Natalie Melich

nmelich@cupe218.ca

Is Your Home Insured for Water Damage?

Images of extreme flooding have been dominating headlines of late. Unfortunately, it doesn't take exceptional hurricanes, like Harvey or Irma, to flood urban areas. Residents of Windsor and Essex County experienced devastating damage to their homes in August as heavy rainfall caused thousands of people to wake up to flooded basements.

Canada has become wetter, with a 16% increase in precipitation since the 1950's. Damage from storms, spring thaw and other fresh water flooding is occurring everywhere across the country which accounts for 40% of property insurance claims, annually. Yet, the sad reality is that many people do not prioritize water protection when it comes to their home insurance.

Did you know that water entering your home from sources like sewer back-up and heavy rain are not necessarily covered under all home insurance policies? These types of coverages are additional options, called endorsements, that you may choose to add to your standard home insurance policy.

Water Coverage Options

Flooding is the number one cause of natural disaster in Canada. This has inspired insurers to rethink the way they treat water damage, including the introduction of overland water protection insurance. It is one of two types of insurance that can be added to your home insurance policy to protect your home and your belongings:

Sewer backup coverage – This insurance covers you if severe weather or storms, cause sewers, septic tanks and/or sump pumps to backup and cause flooding in your home.

Overland water protection – Overland water protection covers you if water enters your property as a result of a sudden accumulation caused by rains, melting snow, spring run-offs, and/or overflows of lakes and rivers. It is only available in tandem with sewer backup coverage, meaning you need to have both to obtain overland protection.

Water can cause a lot of damage to your home, and repairs can be costly; so, don't presume you're fully covered, only to find out you're not. Make sure you know and understand the coverage options you have under your home insurance policy. To learn more about water protection offered through OTIP, give us a call at 1-866-523-4111. Our Brokers are here to help you find the coverage that is best for you.

*More on water damage: Learn how you can prevent **water damage** to your home*

