



NOVEMBER

**NEWSLETTER
2017**

**MEMBERSHIP MEETING
CUPE LOCAL 218 HALL**

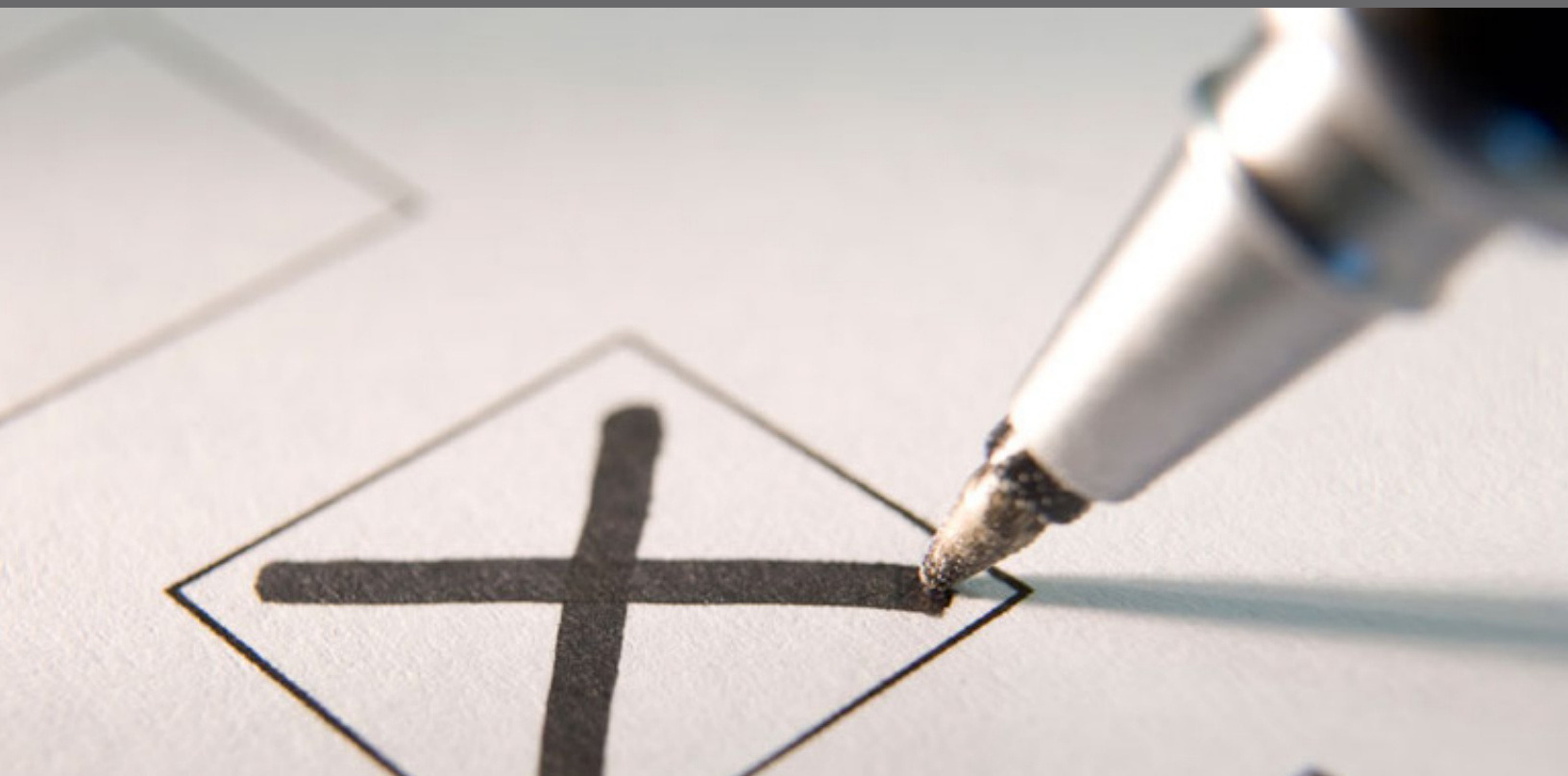
SUNDAY, NOVEMBER 26TH, 2017 at 7:00 P.M.

CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY

CUPE218.CA  **@CUPE218**



NOMINATIONS & ELECTIONS



CONTINUING EDUCATION BARGAINING REP.

TERM: NOW TO DECEMBER 31, 2018

CONTENT

● PRESIDENT'S MESSAGE	4
● VICE PRESIDENT'S MESSAGE	6
● EDUCATIONAL ASSISTANTS - CATHOLIC BOARD	7
● CUSTODIAL/ MAINTENANCE - CATHOLIC BOARD	8
● SECRETARIAL/CLERICAL/TECHNICAL STAFF - CATHOLIC BOARD	9
● OFFICE/CLERICAL/TECHNICAL - PUBLIC BOARD	10
● CUSTODIAL MAINTENANCE - PUBLIC BOARD	11
● DISABILITY MANAGEMENT	13
● CONTINUING EDUCATION - PUBLIC BOARD	14
● EDUCATIONAL ASSISTANTS - PUBLIC BOARD	15
● EDUCATIONAL ASSISTANTS - PUBLIC BOARD HEALTH AND SAFETY	18
● SOCIAL COMMITTEE	19
● THINKING ABOUT BUYING WINTER TIRES?	20

PRESIDENT'S MESSAGE

November 2017

Dear Sisters and Brothers,

It's that time of year again to break out the warmer clothes for the colder weather that lies ahead.

The Chief Custodians Job Evaluation is scheduled for Wednesday, November 15th, 2017. We are hoping for a favourable resolution to this matter. This could involve several days of hearings. I will keep you updated as we move through this process.

Members of your executive attended a Ontario School Boards Coordinating Committee (OSBCC) Leadership Meeting on November 11th and 12th, 2017 in Toronto. As I had mentioned in my last newsletter the purpose of this meeting was to discuss the restructuring of the OSBCC and to get updates on the CUPE Education Workers Benefit Trust. We were advised that the restructuring is necessary because collective bargaining has evolved in our province, and we need to adapt. It will give us a stronger, unified voice for our sector. Our current structure is not recognized as a bargaining structure by CUPE Nationals Constitution. It will also give us greater ability to acquire cost shares for campaigns and National Defence Funds. Similar restructuring has taken place in New Brunswick, Quebec and British Columbia.

Once all the restructuring has been completed and voted on the OSBCC will be called the Ontario School Board Council of Unions (OSBCU). More information to follow.

Day two of our meetings was regarding the new structure of our Benefit Trust and to review draft documents on the structure of the Trust and a breakdown of benefits. After the presentation there was a question and answer session. As this is still a draft document details will be shared at a later date.

Between January 8th and 22nd, 2018 you will receive an email from OTIP to your school board email address inviting you to enroll in your new benefits plan at www.otip.com/enroll. The email will provide you with detailed registration instructions, including your new OTIP identification number and instructions on how to set up your password. As new information comes forward we will pass it along. Until then your current benefit plan remains the same.

As this will be our last newsletter for 2017 I would like to take this opportunity to thank you - the members - for your support as we work through the daily struggles. I am looking forward to working for you and with you in 2018. I would like to wish everyone a safe and blessed Christmas and all the best in 2018.

Our next General Membership meeting will be Sunday, November 26th, 2017 at 7:00PM 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

CUPE·218
DURHAM EDUCATION WORKERS

CHILDREN'S CHRISTMAS PARTY



SATURDAY, DECEMBER 9, 2017

11 A.M. - 2 P.M.

**R.S. MCLAUGHLIN CVI
570 STEVENSON RD N.
OSHAWA, ON L1J 5P1**



**SANTA CLAUS
WILL BE THERE!**

**12 YEARS OF AGE
AND YOUNGER**

**Open to Active Members
and Retirees.**

**SPACE IS LIMITED
RSVP BY NOVEMBER 19, 2017**

**Please R.S.V.P. with child's
name, age and gender.**

Contact:

Ken - kenneth.wilkins@cupe218.ca

Bob - bmontgomery@cupe218.ca

Natalie - nmelich@cupe218.ca

Glen - g Morrison@cupe218.ca

John - john.allan@cupe218.ca

VICE PRESIDENT'S MESSAGE

November 2017

Winter is coming, winter is coming.....winter is here. At least it looks like that on my car. Snow, the dreaded white stuff that snow balls, snow forts snow castles are made of. The white fluffy stuff is ooooookay but remember many times under that brilliant white lies the dreaded ICE..... Slips, trips, and fall season is upon us, and no matter how hard our custodial staff work, there is never enough time, ice melt or shovel power to keep everything pristine. Take the necessary precautions for your own personal safety. Get the snow tires on, keep the snow brush in your car, have mitts and hat ready to wear....in spite of "hat hair" and take a really good look at your foot wear.... Those boots that you've worn forever because....may not have any tread on them anymore. No one wants to be laid up for holiday season!!!! DO NOT BECOME A STATISTIC in the ACCIDENT REPORTS!!!

HOWEVER if you do suffer an accident, violent incident, remember....report, report, report, let the union office know and keep us up to date with all paperwork you submit to the Board, WSIB, etc.

There is a country song out now "There's a last time for everything" which brings to mind that holidays often trigger memories of the "last time a loved one was with us during the holidays", or the fact that this is the "first time" we've gone through this season without a friend, a family member. Be mindful of that when planning events. Giving people "supported space" to get through the holidays is important.

Both the DCDSB and the DDSB have EFAP programs if you, or someone needs a little extra support. Most schools have information or posters with the number to call, or the contact information is on their websites. It is completely confidential.

Please take care of yourself. Have a safe and wonderful Holiday Season!!!

Please plan on attending the next General Membership Meeting to be held Sunday, November 26th, 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

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

November 2017

Dear Members,

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. You all have the right to a safe workplace. Please go to your supervisor as soon as you feel unsafe. We have the right to refuse unsafe work but a Work Refusal is when all other avenues have been exhausted. Please contact us with any concerns/questions.

There is an upcoming P.A. Day on Nov.17th. We will likely be signing up for workshops, the same as last P.A. Day.

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

CUSTODIAL/ MAINTENANCE - CATHOLIC BOARD

November 2017

Dear Sisters and Brothers,

This is our last newsletter for this year.

An update on grievances:

We have come to a settlement on two grievances, one individual and one policy regarding temporary Chiefs wages, to the satisfaction of one of our members.

We would also like to congratulate Brother Sean Hebert on his new position as H&S representative for the Custodial/Maintenance unit. We wish him the best on this new position.

Our postings should almost be complete with one known outstanding position at this time from the latest round of postings. The position of Chief Custodian in Uxbridge should be settled sometime this week.

As a result of the postings, we will have some Floaters move into full time positions and approximately 8 new floaters have been hired.

If you have been off work and under Doctors care, please contact the CUPE office and keep disability management informed.

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

The Committee would like to wish everyone a Merry Christmas and a safe, restful holiday over the Christmas break.

In solidarity,

Brian Burd - bburd@cupe218.ca

Natalie Melich - nmelich@cupe218.ca

Sean Hebert - shebert@cupe218.ca

Dave Slater - dslater@cupe218.ca

SECRETARIAL/CLERICAL/TECHNICAL STAFF

CATHOLIC BOARD

November 2017

Your committee have booked dates for Labour Management meetings on the following dates: January 16th, March 28th and May 8th. The committee had their first L/M meeting on October 24th with the Board.

This Unit had (2) two grievances in for denied holiday heard at the Step 3 grievance level and both members were granted their holidays. The Union is still wanting for cleanup language within that Article, as this has been an ongoing issue regarding how the Board reads this Article. This is and will be going forward at the next round of Bargaining. We also have (1) one job posting grievance going forward to Arbitration.

There will be another training session for members regarding KEV. This will take place within this month of November.

Once again, this is just a friendly reminder to 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.

Please be careful of what you post on social media, what you say or pictures you post ... once it's posted it's out there!

If you have any issues or concerns please get a hold of one of your Bargaining Committee members or myself as your Chairperson. We are here to help you, so please do not hesitate to speak out.

If injured on the job, please make sure, you report it right away to your Principal and or Supervisor. Make sure all paperwork is completed and copies made for your own files. Please also let the Union Office know that an incident has occurred and any update following. We are here to assist you when required.

As this is the last newsletter before the Christmas Holidays, I would like to take this time to wish you and your families a Very Merry Christmas. Take this Holiday time off and enjoy your family and friends around you..... Cheers!

Hope to see you at the at the next General Membership meeting on Sunday, November 26th, at 7:00 p.m. at the CUPE Office.

Yours in Solidarity,

Karen Ulrich - Chairperson - kulrich@cupe218.ca

Mike Morris - Bargaining Committee - mmorris@cupe218.ca

Nikki Spiers - Bargaining Committee - nspiers@cupe218.ca



OFFICE/CLERICAL/TECHNICAL - PUBLIC BOARD

November 2017

We've been pretty lucky to have such nice weather so far into the fall. I hope you all have had a chance to enjoy it as I hear snow is in the forecast. Time to start thinking about winter activities and looking forward to the Christmas break! Since the next newsletter will be in January, on behalf of the O.C.T. Committee, I wish you all a great holiday!

C.U.P.E. NATIONAL CONVENTION

The National Convention was held in Toronto this year from October 1-6. There were many issues discussed and agreed upon by the delegates. There were two issues that sparked a lot of debate – one being strike pay from the first day of a strike and that battle has now been won. The other was about having more Diversity and Youth Vice Presidents on the National Committee. This one was voted down. One thing that came out loud and clear from this convention is that we are needing more young people to become involved in our union. The average age of our C.U.P.E. reps is in the 50's. We need younger workers to “learn the ropes” and “take the reins” when all of these people retire within the next few years. I encourage all members to become active with our local, but ideally we need people who have the time to gain experience and continue the work into the future. There are many courses available through the union to learn about being a steward. Any of our members can take them – you don't already have to be a rep. Please come out to a General Membership meeting to learn what's available and consider taking a course. You may be surprised to learn that this is something you'd really like to be engaged in.

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.

OFFSITE WORK

If you go outside of your workplace to do work tasks – i.e. going to the bank, you should always go during your work hours. This means you shouldn't go on your UNPAID lunch, or before or after work. This is still work and shouldn't be done on your own time. As O.C.T. members, we are paid for 7 hours of work which includes 2 paid 10 minute breaks.

GENERAL MEMBERSHIP MEETING

We would like to see you at the next General Membership Meeting, on Sunday, November 26th at 7:00 p.m. There are usually 4 draws at the end of the meeting for a \$25 gift card. You can be a winner just for showing up!

O.C.T. REPS

Below are the reps for each section in our unit. If you have questions or concerns, please e-mail from your C.U.P.E. e-mail or your personal e-mail to your rep. Please do not use your board e-mail for union questions.

In solidarity,

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

CUSTODIAL MAINTENANCE - PUBLIC BOARD

November 2017

Dear Sisters and Brothers,

This will be the last newsletter of 2017. I would like to take this opportunity to wish everyone a MERRY CHRISTMAS and a HAPPY NEW YEAR. The holidays can be a hard time for those that are dealing with loss or illness, but it is also a time where we are so very fortunate to have those people around us that help us through times and make us step back and look at our blessings.

We have seven (7) Grievances that have been approved to proceed to Arbitration. We have secured dates for December 2017, January 2018 (x2) and June 2018.

I filed a new Grievance regarding outside non affiliates doing work within our bargaining unit and have tentative dates for two (2) STEP II grievance meetings.

By the time this Newsletter is out you should have received your personal Collective Agreement. If you have not received it please contact the Union office. Please keep in mind that if you have moved work location and have not updated the Union office it will be sent to your last work location.

The Bargaining Committee had Labour Management October 27th, 2017 which we had discussion regarding a variety of topics.

SUMMER MAKE-UP HOURS

Please be proactive and keep track of your time.

DIAPER DISPOSAL

The Committee has requested to have posted DIAPERING PROCEEDURE in all diaper changing areas.

CUSTODIAL OVERTIME

A Policy grievance has been filed regarding this topic

PERMIT CONDUCT

We have requested The Policy and Procedures be updated. The DDSB is complying.

ABSENTEEISM

Please be mindful of your sick time, this is a topic that the Board brought to Labour Management. They are very concerned with the sick time that is escalating and reminded us that this could have an impact on our Fridays off during the summer. (i.e.) LETTER OF INTENT #2 (5.) Trial Basis – This shall be implemented on a trial basis for the 2017/18 school year, on the understanding that both parties reserve the right to cancel the arrangement, by not later than August 15th of each year with the cancellation taking effect as of that September.

**Our Social Committee will once again be hosting the Children's Christmas Party.
Please view www.cupe218.ca or this month's Newsletter for the details.**

BILL 115 REMEDY SETTLEMENT

If you worked for a school board in Ontario during either the 2012 – 13 or 2013 – 14 school year or your union was the Canadian Union of Public Employees (CUPE), you are eligible to share in a financial settlement reached by CUPE for breach of your Charter Rights.

This settlement was agreed to following a successful Charter challenge by CUPE to BILL 115 (Putting Students First Act, 2012). Payment is to be expected in December/January, I have spoken to the Chair of the OSBCC and inquired if this settlement will be taxed. I have been assured that an Arbitrator has ruled that this settlement will not be taxed.

An agreement was reached through Central Bargaining regarding Medical Documentation, C6.00 h) Proof of Illness – A Board may request medical confirmation of illness or injury and restrictions or limitations any Employee may have, confirming the date of absence and the reason thereof (omitting a diagnosis). Medical confirmation is required to be provided by the Employee for absences of five (5) consecutive working or longer. The medical confirmation may be required to be provided on a form prescribed by the Board.

Where an Employee does not provide medical confirmation as requested, or otherwise declines to participate and/or cooperate in the administration of Sick Leave Benefits Plan, access to compensation may be suspended or denied. Before access to compensation is denied, discussion will occur between the Union and the school board. Compensation will not be denied for the sole reason that the medical practitioner refuses to provide the required medical information. A school Board may require an independent medical examination to be completed by a medical practitioner qualified in respect of the illness or injury of the Board's choice at the Board's expense.

RETIREES NETWORK

Stay Active Join the Network, Are you retiring soon? For more information email retireesnetwork@cupe.on.ca or call the CUPE Ontario office at 905-739-9739

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.

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, November 26th, 7:00 PM
at the CUPE office.**

PLEASE PLAN TO ATTEND.

DISABILITY MANAGEMENT

November 2017

As this will be our last Newsletter of the year, I would like to take this opportunity to wish everyone an enjoyable and safe holiday with family and friends during this festive season.

In the event of a workplace incident please report the incident A.S.A.P/ immediately to your supervisor or administration. Do not delay seeking medical attention. If you cannot get in to see your family doctor the day of injury then go to emergency or a walk-in Clinic. Delays in reporting or seeking medical attention could result in benefits not being allowed under WSIB legislation. It is equally important to notify the Union as well. We will be more than happy to assist you through this process.

The same if you are required to be off due to a non-compensable condition i.e. illness or surgery or have any questions regarding sick notes, short term and long term absences.

Any medical certificates or documentation you receive from or need to submit to the employer, WSIB or your private insurance, please share this information with the Union as well. We want to provide the best representation possible and by not providing this information prevents us from doing so. This information will be guarded in the highest confidentiality. The onus must be on the employee to provide us this information especially in regards to timelines.

Your Disability Team can be reached through the CUPE Office at 905-571-7879 or Toll free at 1-888-571-0218, Fax 905-571-4102 or by email.

Yours in Solidarity,

CATHOLIC BOARD

Marion Moore

PUBLIC BOARD

Marion Moore - mmoore@cupe218.ca

Jamie Spencer - jspencer@cupe218.ca

Dennis Gibbs - dgibbs@cupe218.ca

Lori Richards - lrichards@cupe218.ca



MERRY CHRISTMAS AND HAPPY HOLIDAYS,

Jamie Spencer

Disability Management Coordinator

CONTINUING EDUCATION - PUBLIC BOARD

November 2017

We are pleased to report that the seniority list is now available, both on the CUPE 218 website and the Board website.

The problems with the September 1, 2017 1.5% pay increase seem to have been mostly resolved. Regarding the confusion with implementing the 1.5% pay increase, the Board advises us that the difficulty stems from our unit having a different start date than other units (September 8, rather than September 1). They are aware of the problem and we are hopeful that next September's pay raise will have a smoother roll-out.

As we mentioned in our last newsletter, we need one new member on our Bargaining Committee. We will be voting on this position at our next general membership meeting on November 26th, so if you would like to either make or accept a nomination, please be sure to attend.

Regarding supply shortages, we have been assured by the administration that they are working on this. They are clarifying who is on the list and in which time slots (a.m., p.m. or night class) each person is available. They have stated that, if necessary, they will add names to the list. Supply teachers, we encourage you to accept as often as possible when you receive a call, as part of the problem is the rate of non-acceptance to the calls.

By now you should all have checked that your name is on the list for the January payout from the government. As was mentioned in our last newsletter, this is a settlement for Bill 115, the Putting Students First Act. The money, which comes from the government, will be paid to you through the Board.

The new form for leave of absence requests from the board is now in effect. Instructions on how to use this form were sent out to all employees by the Board in September. One of the options for requesting an unpaid leave of absence refers to the Employment Standards Act. All employees in Ontario are covered by the ESA. A summary of the relevant sections has been posted on our CUPE bulletin board in Pickering and Oshawa to help you determine if a health or family situation would entitle you to a leave.

By the time you receive this newsletter, I will have had the opportunity to attend the Ontario School Board Coordinating Committee (O.S.B.C.C.) conference on November 11th and 12th. I thank you for the opportunity to attend and I look forward to providing an update in our next newsletter.

As mentioned above, the next general membership meeting will be held at the union hall on Sunday, November 26th at 7:00PM. This will be our last meeting before the holidays, 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

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

November 2017

EA APPRECIATION DAY

November 15th was the first ever EA Appreciation Day! We all know how hard the EA 1 and EA 11 group work and the care they have for the students. We sincerely hope you were recognized within your school! Congratulations!!!!

We would also like to recognize and thank another group within our Collective Agreement...Outdoor Education Instructors. They may be a small group of 4 but they're mighty! If your school has ever visited the Nonquon or Duffins Creek centres they were probably the ones instructing your group. Next time you're out there, say hi!

NEW COLLECTIVE AGREEMENTS

We have received our new Collective Agreements and are in the process of labeling/sorting them for you to be sent directly to your schools. With almost 900 permanent EAs this is taking a bit of time but you will have them by the end of November. The Collective Agreement is also online within our Member Portal where you can view and print an additional copy if needed.

THANK YOU

We would like to thank our Union Sisters in the Duplicating Department for doing a fantastic job with Printing and Binding our Agreements!

SUPPLY ISSUE

We know many of you have been experiencing a shortage of supplies when EAs have been absent. This is a very concerning issue and we have been addressing it with the board. There are 120 new supplies waiting on their training date and once that takes place, in the system and ready to work. Hopefully more will be hired shortly as well.

HANDS OFF

The DDSB is a 'Hands Off' school board. Please do not be touching, doing a containment or any other form of moving a student who is being non-compliant, in crisis etc. unless you are directed to and are using your proper BMS techniques. Redirect or wait them out unless there is an immediate risk of safety.

DR NOTES

DO NOT GIVE ANY MEDICAL NOTES TO YOUR ADMIN! All medical documentation needs to go to the Board office. If you are off for medical reasons requiring a Dr. note at any time, or have medical with limitations/restrictions, make sure you keep a copy for yourself and also send one to the Union office. If there's ever a dispute in your note or you need to have a Return to Work meeting, it makes it much easier for us to have the same information the Board does in order for us to properly represent you. Due to Confidentiality, notes or Medical Certificates cannot be shared between the Board and Union.

BUSSING

As per our Collective Agreement, L23.08 Yard Duty/Lunch Room Supervision--Educational Assistants shall not normally be required to do general yard duty supervision, or general lunch room supervision or general supervision on a bus. Educational Assistants may be required to participate in these duties only in relation to one or more special needs students whom they support on a regular basis.

UNION OFFICE EMAIL AND PHONES

As I said in the last Newsletter, yes, we are behind on answering emails and returning calls as it's been extremely busy. BUT....It has come to our attention that there was an issue with our phone and computer systems. So please, if you haven't received a return phone call or email, please call back or email/forward the previous email again.

As well, since the Board had us all change our passwords, we have been having difficulties getting our Board emails.

Hopefully by the time you read this newsletter, everything should be back on track.

ISSUES ARISING AT A SCHOOL

If you are experiencing issues at your school, speak with your Admin. They are your direct Supervisor and have to be given the opportunity to correct any situation first. The Union cannot take concerns to the board (unless it's an emergency situation) until this step has taken place.

Seeing as this is the last newsletter before your Christmas Break we'd like to wish you all a Wonderful Holiday Season and don't forget to take some time for yourselves to rest, enjoy and do nothing if you'd like!

In Solidarity,

BARGAINING REPS

Kelly Gainer

Sue Wilkinson

Marion Moore

Lori Richards

STEWARDS

Flo Davies

Fil Wylie

Tracey Lesperance

SCHOOL AREA	REP TO CONTACT	CONTACT INFORMATION
AJAX PICKERING	MARION MOORE (ACTING REP) VP	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 MCLAUGH- LIN 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.ca tracey.lesperance@cupe218.ca

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY

November 2017

I would like to thank the membership for allowing me to attend the Health and Safety for Injured Workers conference. There was a lot of beneficial information during this conference, the networking alone was helpful to hear that many other boards are dealing with many of the same issues as we are. Also, there was an emphasis on mental health issues and violence in the workplace.

Slips, trips and falls: Slips trips and fall injuries are on the increase. The cold weather has arrived and I would like to remind everyone to wear suitable footwear - treaded non-slip soles appropriate for the weather conditions and tailored for the task. Also, to be aware of your surroundings and take extra care when walking indoors and outdoors. On snowy days water tends to travel into the schools causing floors to be slippery. If you notice an unsafe situation - slippery floors, ice patches outside.... Please notify either the custodian or the office to ensure that the area can be made safe. Unfortunately, a fall can be quite harmful causing injuries that prevent you from working and doing your normal daily activities. BE CAREFUL and BE SAFE.

Violent Incidents: We are well over 600 violent incidents reported to the DDSB. I'm glad to see that people are using the online violent incident reporting and that the reporting that needs to be done is being done. If you are not familiar with this new reporting system please login to the staff portal, click on the safe schools tab, and then click on the workplace violence tab. There you will find the violent incident reporting Powerpoint presentation.

Safe Schools Form: In the last newsletter, I gave information regarding the safe schools form. When you are hit, kicked, bit....by a student then a violent incident form and a safe schools form needs to be filled out. I have noticed on many of the violent incidences that have come in that the safe schools form has not being checked off. Please check with your principal as to where the safe schools binder is, which will have blank forms or go on the ddsb staff portal, click on the safe schools tab, click on teacher resources and you will find the safe schools form to print off.

Please talk to your principal if you are dealing with unsafe situations. Your principal can not help you if they do not know of the problem. No paycheck is worth an injury or your life. It's time to talk about unsafe situations. Also, be aware that there can be mental health injuries, if you are dealing with a very stressful situation it is important to talk to your principal about it and how you are feeling.

Stay Safe and Healthy,

Kelly Gainer

CUPE EA Health and Safety Rep.

kgainer@cupe218.ca

SOCIAL COMMITTEE

November 2017

Hi Brothers and Sisters,

This will be the last newsletter before the New Year, so I would like to say Merry Christmas and Happy New Year to everyone.

The Children's Christmas party is underway. Sorry for the delay but we were waiting on a location.

This year the party will be held at R.S. McLaughlin C.V.I. at 570 Stevenson Rd. North in Oshawa. It will be from 11am-2pm. We will have lots of activities for the children, and of course Santa will be there too.

Please see the attached flyer or check the CUPE website for more information. Space is limited, so be sure to contact your Social Committee reps listed below to get your child on the list. The deadline for getting names in is November 19th.

If you have any questions or concerns, please contact one of your Social Committee reps listed below.

In solidarity,

Ken Wilkins - Social Committee Chairperson
kenneth.wilkins@cupe218.ca

Glen Morrison
gmorrison@cupe218.ca

Bobby Montgomery
bmontgomery@cupe218.ca

John Allan
john.allan@cupe218.ca

Natalie Melich
nmelich@cupe218.ca

Thinking about buying winter tires?

Here's what you need to know.

November 2017

Winter tires improve handling and overall traction in snowy, icy and slushy conditions and reduce the likelihood of collisions. They can even reduce braking distances by up to 25%! Their wider tread and softer rubber are designed to eject snow and ice and prevent skidding on the frozen roads.

When shopping for winter tires, here are a few things to remember:

- Check for a logo of a peaked mountain with a snowflake. This is how you differentiate winter tires from regular all-season tires.
- Consider the severity of weather in your area. If you get a lot of snow and ice, be sure to get tires that can handle those conditions.
- Purchase and install your winter tires in sets of four. Many retailers offer discounts for buying a set of four tires.
- Change your tires as soon as you need to. You can check how worn your tires are from the tread-wear indicators.
- Do not mix tires of different sizes or treads. This can create unsafe driving conditions.
- Check the air pressure on your tires frequently. Not only does this help with the overall safety of your vehicle, it also optimizes fuel efficiency!

It's also important to switch out your winter tires when the seasons change. Winter tires are not well suited to warmer weather conditions and they will wear much quicker. If you are diligent about changing your tires, they can last up to five years.

CONTACT OTIP TODAY AT 1-888-892-4935 TO SEE IF YOUR POLICY QUALIFIES FOR A WINTER TIRE DISCOUNT.

