



CUPE·218
DURHAM EDUCATION WORKERS

OCTOBER

NEWSLETTER 2018



MEMBERSHIP MEETING
CUPE LOCAL 218 HALL

SUNDAY, OCTOBER 28TH, 2018 AT 7:00PM
CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY

CUPE218.CA  @CUPE218



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PRESIDENT'S MESSAGE

October 2018

Dear Sisters and Brothers,

I hope everyone enjoyed their Thanksgiving weekend and took time to reflect on what we are thankful for.

On September 28th, 2018, I attended a Leadership meeting hosted by CUPE Ontario. The focus of this meeting was how unionized labour in Ontario is going to deal with the Ford government. Premier Ford has made it very clear that he is going to pay down the deficit and there is no doubt he will, but, it will come on the backs of workers. Ford wants to abolish Bill 148, "**Fair Workplaces, Better Jobs Act, 2017**". All workers in Ontario will be affected by this. The minimum wage increases that were to take effect on January 1st, 2019 have now been put on hold. The Finance Minister said the Conservative government will be going through this Bill line by line to look for efficiencies. Trying to maintain our benefits and working conditions in our upcoming bargaining with the province is going to be by far the toughest we have ever encountered. CUPE Ontario is currently working with other unions and federations; strategizing and planning for the road ahead.

We go to the polls on Monday October 22nd, 2018 for Municipal elections. Take the time to talk to candidates who are running in your riding. Voice your concerns and make an informed vote.

On September 28th, 2018, I attended an Ontario School Board Council of Unions (OSBCU) area meeting. At this meeting, we reviewed draft proposals that will be negotiated with the province. We had the opportunity to provide input and receive feedback. Once this committee has finished their meetings throughout the province, they will prepare a final draft that will be presented and voted on at our OSBCU bargaining conference on November 3rd and 4th in Ottawa. I will be reporting back to you as we move forward.

Location: 2080 Wentworth Street, Whitby, ON, L1N 8W9
Phone: 905-571-7879 Toll free 1-877-571-0218
Fax: 905-571-4102

I realize this is not a warm and fuzzy newsletter but it details the challenges we are facing and unfortunately, it gets worse. Our Ontario Municipal Employees Retirement System (OMERS) is under attack. Proposed changes include;

- 1.** Changes to early retirement provisions
- 2.** Changes on how your pension is calculated
- 3.** Conditional inflation protection

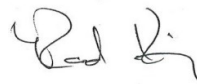
Please refer to the OMERS flyer in this newsletter. Your immediate action is needed.

Thank you to the members who came to our General Membership Meeting on September 23rd, 2018. Nominations took place for President, Vice President, all Public and Catholic Board bargaining units and Sergeant-at-Arms. I am pleased to say that all the members running for positions were acclaimed other than the position of Vice President and Sergeant-at-Arms. There will be an election for these positions on Saturday October 27th, 2018. Please see attached flyer for details.

On a personal note, I would like to thank you, the members, for your ongoing support. It is both an honour and privilege to be acclaimed to a third term as President of your local.

Our next General Membership Meeting will be Sunday October 28th, 2018 at 7pm at the CUPE Office. Please plan to attend.

In Solidarity,



Rod King
President
CUPE Local 218

E-mail: office@cupe218.ca
Website: www.cupe218.ca

ELECTION 2018

Date: Saturday, October 27, 2018

Time: 11:00 AM

Location: UNIFOR Hall

Address: 1425 Phillip Murray Ave., Oshawa, ON L1J 8L4

For the Position of:
VICE PRESIDENT
SERGEANT-AT-ARMS

The logo for CUPE 218 Durham Education Workers. It features the text "CUPE-218" in a bold, sans-serif font, with "DURHAM EDUCATION WORKERS" in a smaller font underneath. To the left of the text are three horizontal lines of varying lengths, creating a stylized graphic element.

OMERS PENSION UNDER ATTACK

October 2018

OMERS JUST HAD ANOTHER HIGH PERFORMING YEAR.

- Investment returns of a net 11.5% - almost double the plan's assumed rate of return and well above the strategic rate.
- 2017 earnings of \$9.9 billion were used to both lower next year's discount rate and increase the plan fund.
- The plan holds more than \$95 billion in assets based on market value. Since OMERS has about the same amount of liabilities, the plan is now basically fully funded only a decade after the biggest financial crisis since the Great Depression.

YET THE OMERS SPONSORS BOARD IS PROPOSING CHANGES THAT WILL HURT YOUR PENSION.

Proposed changes include:

1. Changes to early retirement provisions.

As it stands, OMERS members can retire early without penalty, if:

- You have worked for 30 years; or
- You reach your 90 factor where your age and years of service add up to 90

OMERS wants to require members to wait until you are, at most, 5 years away from the normal age of retirement (NAR) of 65 before you can apply for early retirement without penalty.

Despite years of service and paying into the pension, the vast majority of CUPE members in the plan, would not be able to retire before the age of 60 without taking a reduced pension.

2. Changes to how your pension is calculated, which for some would mean a substantial loss in benefits.

Right now, calculating your pension is done by multiplying years of service by an accrual rate of 1.325% for salaries up to the current \$55,300 [the current Year's Maximum Pensionable Earnings (YMPE)] and a 2% accrual rate on wages above that amount.

OMERS is proposing to raise the base salary by 14% before increasing the accrual calculation from 1.35 to 2%. This would mean a lower pension for those making above the YMPE.

OMERS will claim that this loss will be made up for by an increase in CPP that kicks in years from now, but this means that OMERS pensioners will not fully benefit from the expansion of CPP which Canadian governments agreed to for all workers.

Visit: cupe.on.ca/omers-guaranteed-indexing

VICE – PRESIDENT’S MESSAGE

October 2018

WE CAN’T SAY IT ENOUGH – BARGAINING IS COMING

We will soon be entering in a very tough round of negotiations. This was made clear to executive members in a conference call this past week. Education workers across the province will be the first major group to face the Doug Ford government, and they are already talking of “gains sharing”, which means “modest wage gains can only be negotiated if savings can be found in the operations budget”. This would only happen AFTER the government makes budget cuts. We know both school boards have already seen cuts to SIP grants – which was baffling. Some boards received money, some boards were cut, and there didn’t seem to be a method, or formula to these cuts. DDSB was cut \$179,627 and DCDSB cut \$453,239 to the Special Incidence Portion (SIP) for students. And yes, that cut was to students. SIP grants cover some EAs, and if there are direct cuts to students then it would be naive to think that the Ford government will not attempt concession bargaining.

On the conference call we were also advised that we might end up following the Nova Scotia model of eliminating some or all school boards, and then look at merging services, i.e. Finances, Human Resources, Supply Chains, IT, Payroll, Purchasing ..huge implications to our members if this happens.

All these potential changes don’t really seem possible but no one predicted Toronto would lose the number of city counsellors, or trustees either.

Please make sure you have access to the CUPE 218 website and portal. Important announcements and dates will be on this site. Please contact Sue Wilkinson swilkinson@cupe218.ca about this.

ELECTIONS are being held Oct 27th at the UNIFOR HALL 222, 1425 Phillip Murray Ave. Oshawa, 11 AM. Please plan on attending and exercising your right to Vote for the position of Sergeant at Arms, and Vice-President.

Please plan on attending the next General Membership Meeting to be held Sunday October 28th , 2017 at 7:00 P.M. at the CUPE office, 2080 Wentworth St., Whitby.

Marion Moore

Vice President and Disability Rep.

CUPE Local 218

mmoore@cupe218.ca

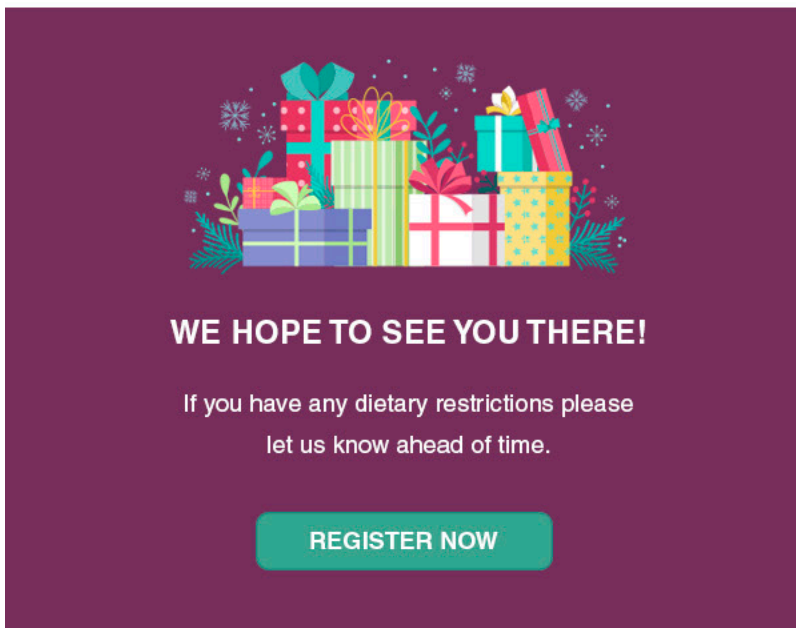


HAPPY HOLIDAYS FROM CUPE 218! SANTA CLAUS IS COMING TO TOWN

The 2018 Children's Christmas Party is taking place on [Saturday, December 8th](#).

Join us for entertainment, lunch and a visit from Santa!

Where: R.S. McLaughlin CVI
Address: 570 Stevenson Rd N, Oshawa, ON
Time: 11:00 a.m.



WE HOPE TO SEE YOU THERE!

If you have any dietary restrictions please let us know ahead of time.

[REGISTER NOW](#)

Registration closes November 5th
and space is limited. Make sure to register ASAP!

Visit: cupe218.ca/christmas2018 to reserve your spot.

SOCIAL COMMITTEE

October 2018

The Social Committee would like to wish everyone a Safe and Happy Halloween. Please keep an eye out for all the kids that are out and about Trick or Treating this Halloween.

We hosted our Annual United Way Charity Golf Tournament at Bowmanville Golf and Country Club on September 22nd. The Day started off a little cool but by the afternoon the temperature was perfect. I would like to thank everyone that come out to support a great cause. With your support we were able to raise \$3000.00 **“AMAZING”**

On November 17th CUPE Local 218 will be involved in this year’s Oshawa Santa Claus Parade. Please check our website if you are interested in volunteering to help with decorating the float.

This years CUPE Kids Christmas Party will be held on December 8th at R.S.McLaughlin CVI. We will have the Famous “MAGIC FAMILY SHOW”, picture with Santa and gift, crafts, snacks and a pizza lunch. Please registration on our website. www.cupe218.ca

At this month’s General Membership meeting we will be handing out tickets to win a Golf Package for two at the Bowmanville Golf and Country Club.

Yours in Solidarity

Dennis Gibbs

Chairperson

Social Committee:

Sue Wilkinson

Natalie Melich

Jessica Fussco

Glen Morrison

Karen White

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

October 2018

Dear Sisters and Brothers,

It's hard to believe we have been back to work for almost two months already. I hope everyone enjoyed their Thanksgiving and had time to spend with family and friends. I would like to wish everyone a Happy Halloween and mention to keep your eyes open for all the kids that will be out Trick or Treating.

We held our Annual Charity Golf Tournament on September 22nd and I'm happy to say it was another success. I would like to thank everyone that came out to support and raise money for the United Way.

At our last General Membership meeting we had nominations for President, Vice President, Bargaining/Steward unit, Sergeant At Arms and Trustees. I would like to take this opportunity to congratulate Brother Rod King for being acclaimed for another two years as our President. I am also happy to mention that all of our existing Bargaining/Steward Committee were acclaimed.

On October 27th the elections for Vice President and Sergeant At Arms will be held at the UNIFOR hall at 11:00. Please plan to attend.

We have two grievances schedule for arbitration on November 22nd and January 30th, we are in the process of securing dates for our one remaining grievance.

There is a meeting scheduled for October 9th to have discussion with the Board regarding Disability Management. I am in the process of scheduling dates for Labour Management to further touch on Policy and Procedures plus a multitude of other topics.

The Board has started to enforce medical documentation when an employee is absent from work for five (5) days. Our Central language states that medical confirmation is required to be provided by the Employee for absences of five (5) consecutive working days or longer. We have discovered through arbitration that anytime you arrive at work with the intention to work, regardless if it is less than a full shift, it is recognized as one (1) day of work. Please be proactive if you are absent from work for five (5) days please acquire medical documentation.

The Transfer List and the Acting Chiefs list has been updated. If you have any questions you can request the information from the Manager of Custodial services or contact me at the Union office.

You should have received your Uniform and Safety Footwear voucher by now. Please note the dates on the Voucher to place your order, this is so MARK'S WORK WAREHOUSE is able to schedule extra employees to assist us and to have extra stock. If you are unable to visit MARK'S on these dates we ask that you contact our Management to notify them with the date that you will be able to visit MARK'S WORK WAREHOUSE. For those of you that have not received your merchandise for last year's voucher, please notify your Manager. The Board has a meeting with MARK'S WORK WAREHOUSE to discuss these concerns.

The Summer Make-Up hours have started, please take the time to familiarize yourself with the LETTER OF INTENT #2 which is posted on our Locals website. The purpose of this is to provide the Members with options to recoup hours worked for the Fridays off during the months of July and August.

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

Yours in Solidarity

Dennis Gibbs

Chairperson and Disability representative

BARGAINING COMMITTEE:

Bob Montgomery

Kurt Badgley

Jamie Spencer

Dan Fusco

STEWARDS:

John Allan

Tom Simpson

Jeff Goodwin

Dan Mills

Robin Fair

Our Next General Membership meeting is Sunday October 28th, at 7:00 PM. At the CUPE office. Please plan to attend.

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

HEALTH AND SAFETY

October 2018

Hello to everyone and wow how time travels. Here we are mid-October and our sunlight is quickly diminishing every day. With the change of season and the diminishing amount of light be sure to use extra caution entering, exiting and doing your building checks. Ensure all exterior lights are working and coming on at appropriate times and let your chief know if work orders or changes need to be made. If possible, put in a request, through your school's admin., that any staff in portables be in the building by dark (4:30 or 5 O'clock) and make supervisors aware of requests; this could even be a good topic for the principal's meeting.

Now that school is in full swing and so is community of schools, make sure the permit holders are abiding by the rules that are to be given to them prior to starting. The main ones are the 15 minutes before and after start time re-locking of doors. **NO PROPPING OF DOORS AT ANY TIME** and also not to be in unpermitted areas.

It is important that we use and enforce these rules that are provided and put out by the employer. If there are issues at your workplace contact the night supervisor and leave communication for the chief.

I say this because access to buildings is ever increasing but also becoming a safety concern for there are practices taking place that put our members at risk and we are looking into getting them resolved. Our safety is just as important as all other staff and students.

When at work always try to keep a form of communication in case of any issues with users and also staff, students, and parents. May I also suggest if you are comfortable to share any possible medical issues with staff so that they are aware and can be of assistance.

We are also looking into the emergency procedures and lack of communication with staff in schools but also with the Union office and your Representatives as we are not receiving any notification when these situations arise.

Lastly the ergo schools program will be getting a refresh and the roll out will be in the near future There is also plans for basic electrical hazard and WHMIS 2015 training in this upcoming school year for all staff. At maintenance a fleet safety policy/protocol as well as specific training is in development.

Any questions please contact me.

Daniel Mills

905-571-7879

daniel.mills@cupe218.ca

“See you along the path “

CUSTODIAL / MAINTENANCE - CATHOLIC BOARD

October 2018

Dear Sisters and Brothers,

We hope everyone had a good start-up to a new school year.

At this time, we have 10 grievances outstanding for various issues with the majority pertaining to the ESA and Personal emergency days, others pertaining to hours of work and coverage.

Workload maps should be completed if you have had changes to areas in your buildings. If this hasn't been completed, please let us know.

We have two positions up for elections Saturday October 27, 11 AM at the UNIFOR hall. The positions of Vice President and Sergeant at arms are the two positions being elected. Please plan to attend if possible; this meeting shouldn't take up a lot of time.

Please also keep in mind that if you have been injured on or off the job, it is important to keep the Union office informed.

We would also like to remind the Custodial staff that we should not be doing the work of our Maintenance staff, IE: painting, etc. If you are unsure if you should be doing certain duties that may be the responsibility of Maintenance, please ask your SQS or a rep for clarification.

Please contact one of your reps below if you have any questions or concerns.

In solidarity,

Brian Burd - bburd@cupe218.ca

Natalie Melich - nmelich@cupe218.ca

Sean Hebert - shebert@cupe218.ca

Dave Slater - dslater@cupe218.ca

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

October 2018

There were many changes put in place for September with new classes opening, new pilot programs, and students moving to their home schools and so on. This has created one of the busiest starts I think we've ever had.

Thank you for keeping us updated on what has been taking place within your schools and the challenges you've faced.

Remember- the first step you must take if there are issues/concerns is to speak to your Supervisor – This is your Principal. If it doesn't get solved at that level, contact your Rep/Steward and they will see what can be done to help.

Bargaining Proposals Second Call - Our committee will be starting to look at preparing our proposal package so that we will be ready when notice to bargain can be served in early spring. If you have any proposals you would like us to review, please send them to myself Lori Richards lrichards@cupe218.ca

Friendly reminder that we are only able to bargain Local items which is Part B of the Collective Agreement. We are unable to bargain any item that has a monetary value attached to it. This is done centrally with the Central Teams.

Please check with all EA's within your school and any supply you see, Custodian and OCT member, that everyone is watching the CUPE Website and monitoring their CUPE email. This is the way we will be reaching out to all members and providing updates. As well, there is always information on upcoming events.

As of this year, you will need to contact the Rep/Steward for the Area that you work in. Anything that is an emergency or needs to be dealt with right away, contact the office. Other than that, if you call the office, you will be asked which school you work at and a message will be sent to the Rep/Steward for that Area to get back to you.

EA AREA AND CONTACT INFORMATION 2018-19

SCHOOL AREA	REP TO CONTACT	CONTACT INFORMATION
AJAX	GLEN MORRISON (REP)	gmorrison@cupe218.ca
PICKERING	MARION MOORE –CUPE 218 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) (contact person for CUPE Email)	swilkinson@cupe218.ca
OSHAWA (ADELAIDE MCLAUGHLIN 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

October 2018

Please be reminded that Reps/Stewards do work in schools as well and may not be able to get back to you right away. As always, if you haven't received a return call or email, you can email a reminder or resend your email.

Elections for Vice President and Sergeant at Arms is being held at the UNIFOR 222 (old CAW) Hall on Saturday Oct 27th at 11am. 1425 Phillip Murray Ave, Oshawa.

Come vote (supplies included) and be involved. It would be great to see everyone and it will give you the opportunity to meet the EA Reps and Stewards... put a face to the name.

Yours in Solidarity

Lori Richards

Chairperson

BARGAINING REPS:

Kelly Gainer

Glen Morrison

Sue Wilkinson

STEWARDS:

Tracey Lesperance

Flo Davies

Marion Moore

Fil Wylie

BELIEVE IN YOURSELF AND YOU WILL BE UNSTOPPABLE

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY

October 2018

Violent Incident reporting (VI)- Why complete the online violent incident/safe schools incident forms. Many EAs complete the online forms when they are involved with a violent incident. But sometimes it is thought “oh it was just a small thing, I won’t report that” or “I don’t have time”. Let me tell you of a situation I have heard about that has recently happened. An EA last year did not file VI online forms/safe schools forms for a student who would hit, try to scratch and charge at the EA. The summer past and a new school year began. The teacher changed, the EA support for the class changed and the SERT changed and in the first week of school the student hurt many staff scratching, hitting and now biting. Nothing was put in place the prior year for this student due to the fact that no one knew the student could be aggressive. If the aggression had been reported then a BSP would have been put in place to assist in ensuring safety. So whether you are a permanent EA or a Supply EA it is important that you report violent incidents, as a safety measure for not only yourself, but for other staff.

Violent incident and Safe Schools Form - both online forms are located on Employee Self-Serve. When dealing with a violent incident you should also be filing a safe schools form. See the chart below for reporting guidance. Your principal needs to provide time for you to complete these forms during your work hours.

The accident (injury) report is also known as the “parklane form”

	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		

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY

October 2018

Safety Tips

- When doing lifts and transfers it is important that all staff participating in the lift/transfer is trained. Often lifts/transfers need student specific training. An untrained staff is potential for injury. If you or other EAs require training then speak to your principal.
- Always inform your principal of unsafe situations so that problem solving can be done to ensure safety.
- Wearing scarves, necklaces, lanyards or items around your neck can be a risk to your safety.

Always remember **"YOU HAVE A RIGHT TO BE SAFE AT WORK!"** Please don't hesitate to contact me if you have any safety concerns.

If you haven't started using your **CUPE 218 email**, please contact Sue Wilkinson at the union office for assistance. This is where emails, newsletter, notices from the union will be sent. Email Sue Wilkinson at swilkinson@cupe218.ca to get set up.

Kelly Gainer

CUPE 218 EA Health and Safety Rep

kgainer@cupe218.ca

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

October 2018

Dear Members,

Hope everyone had an enjoyable Thanksgiving with friends and family, and that you all had something to be thankful for. Please keep filling the online incidents reports online.

With that being said, please ensure that when you meet with your administrator/supervisor, for any workplace injuries, or for first aid, that only you receive a copy of whatever is submitted into "Parklane." Also, please confirm that if it is an aggressive act involving a student, that the aggression box is utilized as opposed to the "stick/contact by." This ensures that what when data is being imputed and collected that the data being collected is placed into the correct category. This data then gets forwarded to Carrie, our EA Health and Safety Rep.

Again, if you haven't already, please sign up for **CUPE 218 email**, please visit the site, cupe218.ca, and sign up. Important messages will reach you via this email. We are here for you, and for any of your questions or concerns.

In solidarity,

Maureen MacInnis - 905-571-7879

Carrie Boisvert - 905-571-7879

Maureen Cope - 905-571-7879

Bobbi Jo Agius - 905-571-7879

DISABILITY MANAGEMENT

October 2018

Dear Sisters and Brothers,

I hope everyone had a very enjoyable Thanksgiving. This is one of my favourite times of the year, as I get to share a wonderful tradition with family and friends. It is also the time we give thanks, and reflect on things we are thankful for.....I'm thankful I am not a turkey.

As mentioned in previous newsletters, please keep the Unions Disability Management team informed if you sustain a workplace injury, we would be more than happy to guide you through the process. The same if you have to be off due to illness or surgery.

When an illness or injury is severe enough to impact your abilities to work, the Union will help facilitate a safe, healthy and sustainable return to work plan which may include workplace accommodations. With that said, it is very important to notify us right away so we could accompany you through this process which for some could be a very stressful and frustration time.

Please be reminded if you are absent 5 or more consecutive working days.

- **Medical confirmation is required to be provided by the Employee for absences of five (5) consecutive working days or longer**, as per Article C-6 (subsection h) of the Central Language.

If you have any questions or concerns regarding Disability Management call the CUPE Office and we will be pleased to assist you. The Committee members can be reached through the CUPE Office: 905-571-7879 or Toll free 1-888-571-0218; Fax 905-571-4102

Catholic Board /Public Board

Marion Moore

Public Board

Jamie Spencer

Lori Richard

Dennis Gibbs

In solidarity,

Jamie Spencer

Disability Management Coordinator

OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD

October 2018

Labour Management meetings are regularly scheduled between management and your Union committee, to discuss issues in the workplace. If you have issues you would like brought up at Labour Management, call your committee representative and discuss your concerns.

OCT Chairperson	Karen White	kwhite@cupe218.ca
Education Centre Rep	Liz Lyons	elizabeth.lyons@cupe218.ca
Elementary School Rep	Allison Petty	allison.petty@cupe218.ca
Secondary School Rep	Antony Nembhard	anembhard@cupe218.ca

Balance Between Work and Home....Workload issues are widespread. You should be paid for the hours you work. Having unpaid help (VOLUNTEERS) working in your office, taking work home with you, and working extra hours without pay will only mask the problem. You are not expected to perform the work of two people. Let your principal/supervisor know when your work is overloading you. Collaborate with them to prioritize and make the decision between the work that must be done now and that which can wait. **Balance Between Work and Home**

Article 12.01

“Immediately upon the Board becoming aware that a new position is about to be created, or that a vacancy has occurred or is about to occur, the Board will notify the Union in writing and post notice of the position in all of the Board’s offices (school and administration) for five (5) working days in order that all employees will know of the vacancy and be able to make written application for same. This shall be limited to four (4) (original plus three) postings on each original vacancy.

Following the postings, the employer agrees to consider written employee requests for transfer to all positions when they become vacant prior to hiring new employees. The employee will be considered according to the measurement set out in Article 12.03. Such employee’s written request shall be addressed to and kept on file by the Employee Relations/Hiring Department, and shall be renewed by the employee annually prior to September 30th.”

We have elections on October 27th 2018

VICE PRESIDENT, SERGEANT-AT-ARMS

UNIFOR, 1425 Phillip Murray Ave., Oshawa, ON, Time: 11:00

Next Meeting October 28th, 7:00pm

SECRETARIAL / CLERICAL / TECHNICAL STAFF

CATHOLIC BOARD

October 2018

The weather is starting to change and the leaves are turning some beautiful Fall colors. Take some time and go for a walk or drive to be able to enjoy the beauty of the months of Fall.

The Bargaining Committee have the following dates booked in for Labour Management meetings: October 25/18, January 22/19, April 2/19 and May 30/19.

We have a couple of ongoing grievances we are dealing with at this time.

The Schedules Unpaid Leave Plan (SULP) for the SCT Unit are October 22, 2018 and April 5, 2019. Please note, approved leave day(s) may not be cancelled or changed by the Board or employee. Requesting and approved for SULP day(s), the Board will deduct and remit the employees and employer contributions of OMERS PENSION premiums for an unpaid day.

All employees of the DCDSB will be attending the System Wide Professional Activity Day on November 16, 2018. This event is booked for the UOIT/Durham College, Oshawa Campus, within the Triple Gymnasium.

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 updates following. We are here to assist you when required.

Congratulations to Mike Morris and myself on being acclaimed at the last month General Membership Meeting for our positions as your Bargaining rep and Chairperson for the next 2-year term. Sandra will be submitting a letter to the Executive Committee to request to be able to remain on the Bargaining Committee. This is due to Sandra not meeting the required amount of meetings attend in the past year to be able to run and hold this position.

Hope to see you at the next General Membership meeting on Sunday, October 28, 2018 at 7:00 p.m. at the CUPE Office.

Wishing everyone a safe and plenty of tricks or treats Happy Halloween.

Yours in Solidarity,

Karen Ulrich

Chairperson

E-mail: kulrich@cupe218.ca

Mike Morris

Bargaining Committee

E-mail: mmorris@cupe218.ca

Sandra Ribeiro-Dantas

Bargaining Committee

E-mail: sandra.dantas@cupe218.ca



CONTINUING EDUCATION - PUBLIC BOARD

October 2018

We would like to welcome our new member, Judy White, who joined our committee in September.

In September, there were some issues with the pay of some members. A reminder that, as part of our union's Central Agreement with the province, we were to receive a 1% increase as of September 1, 2018. As of the date of writing, the issues seem to have been mostly resolved.

Regarding the ongoing issue of supply shortage, the Board is in the process of reviewing the number of people who are actually available and finalizing the supply list for this year.

Under the terms of the Central Agreement with CUPE, each CUPE unit has received funding for professional development. A budget was prepared and submitted, and approval was given for coverage of registration fees for the Durham Regional Childcare Forum or TESL Durham (or any other TESL affiliate). If you wish to attend and be reimbursed, please keep your receipt and submit it to one of the committee members.

As permanent Board members, there is now a specific procedure for members who wish to resign from their job. Your intention to resign must be in writing to the school principal and vice-principal, and as courtesy, the department head should also be notified. Your information, in turn, will be submitted by the school administration to the appropriate department at the Board office.

General membership meetings are held once a month. We hope to see you at our next monthly meeting on Sunday, October 28 at 7:00.

In solidarity,

Jane Batterink

Bargaining Chair, Public Board

Continuing Education

Your bargaining committee:

Jane Batterink - jbatterink@cupe218.ca

Darlene Sasseville - darlene.sasseville@cupe.ca

Judy White - judy.white@cupe218.ca

OTIP UPDATES

October 2018

How to Prevent Wind Damage to Your Home

High winds can be a dangerous, and costly, instance of extreme weather. Consider the damage incurred by the severe spring wind storm that hit southern Ontario in May 2018, causing over \$380 million in property damage.



Though none of us can control the weather, there are some actions that home owners can take to help minimize their potential losses in the event of a wind storm.

It's important to be aware of the risk level for high winds in your area, as well as of your home's potential vulnerabilities to wind damage.

To learn more, visit www.otipinsurance.com/article25

OTIP UPDATES

October 2018

This Fall Focus on Gratitude

Fall is a season of change, from the colours of the trees to the weather, but Fall also brings a very special holiday, Thanksgiving. It's a time to show gratitude while spending time with loved ones and enjoying a delicious dinner. Did you know that there are health benefits to being thankful and showing gratitude in your daily routine? According to scientists, counting your blessing year-round is good for your mental health and well-being.



To learn more, visit www.otipinsurance.com/article26