



NOVEMBER

NEWSLETTER 2018

MEMBERSHIP MEETING

SUNDAY, NOVEMBER 25TH, 2018 AT 7:00PM
CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY

DONATION OF A NON-PERISHABLE FOOD ITEMS WOULD BE GREATLY APPRECIATED!

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PRESIDENT'S MESSAGE

November 2018

Dear Sisters and Brothers,

It's hard to believe we are two and a half months into the school year already. The colder weather is upon us and Christmas Break is only six weeks away.

I would like to thank the members who came out to the nominations and elections. I was pleased to see so many members wanting to become active in our Local. Congratulations to all the members that were elected, acclaimed and appointed to positions. I look forward to working with you all in every capacity.

As I mentioned in my last newsletter, the Conservative Government wanted to abolish Bill 148. Well this Premier works fast. On October 23rd, 2018, The Conservatives introduced a new Bill at Queen's Park, Bill 47. This Bill took away all the gains that Bill 148 gave us. What's new in the Bill?

- Wages – The minimum wage will freeze at \$14/hour.
- Equal Pay for Equal Work – Temporary, Casual and Part-Time workers will no longer be entitled to be paid the same wage for doing the same job.
- Sick Days – Workers will no longer be entitled to two paid sick days and eight unpaid emergency leave days.

It's not good sisters and brothers, that's why it's going to take all of us to stand strong together and STOP this conservative government. It can be done! In our school board sector we are 58000 strong, coupled with the Teacher's Federation we can make this work!

On September 28th, 2018, some of your Executive Members attended the OSBCU Conference. The Executive of the Ontario School Board Council of Unions presented the final draft of bargaining priorities to the school board leadership of Ontario.

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

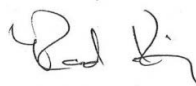
At the conclusion of their presentation, a vote was taken. A number of Presidents or designates voted for each Local. The vast majority voted in favour. I, as your President, abstained. I cannot and will not accept any bargaining proposal without the input from you, the membership. On a brighter note, CUPE Local 218 is the largest Local in Ontario to be affiliated with the OSBCU. Our Local's voice is well received throughout the Province.

Your Social Committee has a busy few weeks ahead. This Saturday November 17th, our Local will have a CUPE float in the Oshawa Santa Claus Parade. If you would like to join us and other CUPE Members throughout Durham Region, please check our website for details. On December 8th at 11am we are hosting our Annual Children's Christmas Party at R.S. McLaughlin CVI. Unfortunately, registration is closed due to the overwhelming response.

This will be the last newsletter until January. On behalf of myself and your Executive Board, I would like to wish you all a safe, healthy and happy Christmas Holiday and all the best in 2019.

Our next General Membership meeting will be Sunday November 25th, 2018 at the Local office. Please take the time to come out and get involved. If you are able, please bring a non-perishable food item for those less fortunate than ourselves.

In Solidarity,



Rod King
President
CUPE Local 218

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

ELECTION 2018

Date: Sunday, November 25, 2018

Time: 7:00 PM

Location: CUPE 218 Office

Address: 2080 Wentworth St., Whitby

For the Position of:

**EDUCATIONAL ASSISTANT STEWARD,
PUBLIC BOARD**

Term: Jan. 1, 2019 - Dec. 31, 2020



VICE – PRESIDENT’S MESSAGE

November 2018

First, I would like to say thank you to all the people who came out to the election on Saturday Oct 27th 2018. I am very honoured to be able to serve the members of CUPE Local 218 as their Vice-President for the next 2 years. I take this role extremely seriously and strive to do my best for the membership.

Congratulations to Robin Fair in becoming Local 218’s Sergeant at Arms, and to all the candidates who put their names forward for positions within the local.

Winter is coming, winter is coming.....winter is here. 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 “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 FEAP 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 25th, 2018 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

CUSTODIAL / MAINTENANCE - DURHAM CATHOLIC

November 2018

Dear Sisters and Brothers,

This is our last newsletter for this year. An update on grievances. We have 8 outstanding grievances, 4 individual and 4 policy.

We had a step 1 meeting for the individual grievances and received a response the past week. The Board has denied the grievances (not in agreement of our claim that articles were violated). We have moved these individual grievances forward to step 2, a meeting is scheduled November 13. The 4 policy grievances are in abeyance pending the outcome of these individual grievances. We also withdrew 2 individual grievances we felt they didn't meet the criteria when we looked at them in more depth.

The Board and Union have also agreed on training for Custodial staff and Maintenance staff using the P.D. funds available. More information will be available in the weeks to come. The Custodial BES training will be voluntary but we suggest that serious thought be given to this course being offered, it is mandatory in advanced schools for Chief custodian postings, permanent or temporary.

The committee has also been working with the Board to have a Facilities P.D. day in March, more information to follow in the coming months.

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.

Please contact a rep below if you have 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

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

HEALTH AND SAFETY

November 2018

Hello to everyone. Hard to believe it is almost mid-November. We have gotten fairly lucky temperature wise but a little more sun would be nice. I hope everyone has taken advantage of this weather to get winter supplies set up and ensure equipment is in good running order. Facilities services has agreed to provide schools with safety vests to be worn during snow removal duties. I would like to thank Sister Patti –Jo Allan for bring this concern forward. Please remember if you choose to ask for these vests that they must be worn as they are considered a form of PPE and the Occupational Health and Safety Act states under section 28 (1) (b) A worker Shall. Use or wear the equipment, protective devices or clothing that the workers employer provides to be used or worn.

I have been taking the time to review many positive strides that have been made over the years but it seems that the same three issues are present within our work force and I have to say it is disappointing and a struggle seeing these issues coming up again. They would be Workload/Stress, Community use/ Building access, and Workplace Violence and Harassment. These issues are being looked at not only by myself but also the bargaining committee and were tabled at the last labour management meeting as well as the JHSC and I have to say we are going to have a uphill battle dealing with them as this School Board's Health and Safety culture is lacking when it comes to Workload/ Stress and Community Use/ Building Access. I will diligently continue to try to come up with best practices for all and try to get them implemented for everyone's Health and Safety.

On a more positive note the Ergo Schools program is being up dated and will be rolled out in the very near future. It is hard to believe that is was 10 years ago when the original program took off and I am glad to see this happen for all our members as we are an aging work force and these techniques truly do help us come to work and go home injury free. I was one of the biggest negative nellies all those years ago but I know from experience and education now that it works.

Lastly I would like to thank the Membership for allowing me to go to the annual Injured Workers/ Health and Safety conference. It was a great experience for me to learn and facilitate but also hear the issues across our sector and others. I was also elected to Member at Large for CUPE Ontario Health and Safety and will take this opportunity to share tools and ideas but also gain them for our local. I have also attached a Durham Public Health document about animals in the classroom setting that the Board refers to when issues arise. As this is the last newsletter before Christmas I would to all of you and your families a Merry Christmas and Happy New Year. Be Safe and "see you along the path"

Any questions please contact me.

Daniel Mills

905-571-7879

daniel.mills@cupe218.ca

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

November 2018

Dear Sisters and Brothers,

This will be the last Newsletter until the New Year, 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 a time where we are so very fortunate to have those people around us that help and support us through tough times and make us step back and look at our blessings.

Labour Management was held Friday October 26th, 2018. At this meeting we spoke on a multitude of topics which I feel I need to comment on a few.

Letter of Understanding #2 – I wanted to ensure that “ALL” Supervisors are aware and understand this document. The Committee was assured that the Supervisors have a thorough understanding of this document. I have found out that this is not the case and have spoken to Management and relayed the Unions concerns. Moving forward “ALL” Supervisors have received and have confirmed that they understand.

Article L27.00 SICK PAY ALLOWANCE – An employee who, because of illness or injury, is unable to report for work at the regular hour must notify the Superintendent of Education/Facilities Services, or such other person as may be designated, before the regular starting time in time to get a replacement and to qualify for sick pay allowance. Employees who have been absent for more than one (1) day shall be required to call in prior to reporting for work.

I brought forward the growing concerns of Teacher, Daycares and Cafeteria (Contractors) not working with our Custodial/Maintenance staff, they have a responsibility for “Housekeeping”. If you are having issues please inform your Supervisor and if the issue is not resolved please contact the Union office.

Once again concerns have arose at the Maintenance department with the proper process of Overtime. I have been assured that this has been rectified and the Bargaining/Steward representative for the Maintenance department will review to confirm this is the case and that the proper process is in place.

Non Board approved furniture and Classroom pets – Please contact your Custodial Supervisor if you are having any issues with either of these, if you are not satisfied with the Supervisors attempt to resolve your concerns please contact the Union office. Our Health and Safety representative Dan Mills would be more than happy to assist you.

We have one grievance approved to proceed to arbitration for January 30th, 2019. On Monday October 29th, 2018 we had a STEP II meeting regarding the proper process of returning members to modified work. The Board is in the process of updating the Return to Work procedure, with that being said I will request at my next Executive and General Membership meeting to obtain approval for this grievance to proceed to the next step.

I had the pleasure of attending the OSBCU Leadership Conference. At this conference it was discussed the upcoming Bargaining Priorities. The list of priorities which will be negotiated at next year's round of bargaining at the Central Table are: Wages, Benefits, Job Security, Sick Leave, Improved Leave of Absence, Workload, Workplace Safety, Training Professional Development, Vacation and Stat Holiday Improvement, Improvement to Allowances, Hours of Work/Shift Scheduling.

As we get closer to our Collective Agreements expiration we will be going into a harder than ever round of bargaining Centrally and Locally. The Progressive Conservative Government has been very clear that the Education sector is a concern of theirs. It is imperative that all CUPE Local 218 Members have access to our Locals website. This is a very important tool for us to keep our members up to date of ongoing topics and a way to communicate important information. If you have not register please do so by contacting the Union office.

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

CONTINUING EDUCATION - PUBLIC BOARD

November 2018

It's always nice to be able to start the newsletter with good news. Congratulations to Hayley Brown, daughter of our unit member Kristine Brown, who was one of three winners of the \$1000 CUPE scholarship for post-secondary education.

In our last newsletter we mentioned that, under the terms of the Central Agreement with CUPE, each CUPE unit has received funding for professional development. We have approval for coverage of registration fees for the Durham Regional Childcare Forum or TESL Durham (or any other TESL affiliate). This opportunity is still available. Please be sure to keep your receipt and submit it to one of the committee members.

I would like to thank members for the opportunity to attend the leadership conference of the Ontario School Board Council of Unions, which represents us at provincial central bargaining, and the CUPE National Sector Council Conference, in which CUPE members from across the country share successes and challenges. These conferences gave our local much useful information which will help us in our decision-making, especially as we head into bargaining towards the end of our current Central Agreement in August, 2019. CUPE is presently lobbying against the Conservative government's proposed rollback of the gains made in Bill 148. If this rollback goes through, a number of provisions, including a \$15 minimum wage and ten days of emergency leave per year will be rescinded. The website [\\$15andfairness.org](http://$15andfairness.org) enables you to make your viewpoint known to your MP and the Premier, and we encourage you to do so.

General membership meetings are held once a month. We hope to see you at our next monthly meeting on Sunday, November 25th at 7:00. Our local will be participating in a food drive, so if you can, please bring along a non-perishable food item.

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

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

November 2018

Dear Members,

The winter months approach and it is a good time to remember to wear safe, slip free footwear. Many of us have several outdoor duties/supervisions, so bundle up!

Please continue filling out and sending the new online Violent Incident Reports. If you are injured, receiving medical attention or first aid, **you must** also fill out a Workplace Incident Report with your principal. A copy of each report is sent to the copy office and forwarded to Carrie Boisvert, our Health and Safety Rep.

It is important to sign up for **CUPE email**. Please contact the **CUPE office at 905-571-7879** if you experience any difficulties. Important information is sent on a regular basis.

Please contact us at any time with questions or concerns.

I, Maureen MacInnis will be finishing my years as your rep for CUPE as of December 31st. It has been an honour to represent you all this last 15 years. I would like to thank you all for your support and thank my committee, Maureen Cope, Carrie Boisvert and Bobbijo Agius. Shelagh Cauchi was acclaimed at the October elections as Steward. Congratulations to Sheilagh.

Again. Please contact us with any questions or concerns.

In solidarity,

Maureen MacInnis - 905-571-7879

Maureen Cope - 905-571-7879

Carrie Boisvert - 905-571-7879

Bobbi Jo Agius - 905-571-7879

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY

November 2018

Talk to Your Principal - Although we work closely with teachers/SERTs it is important to talk to your principal about any safety concerns. Your principal is responsible for your safety and can only help you if he/she knows the problem.

Let the Union Know - We can't help you if we do not know the problem. There are 2 ways I find out that a school/EA needs support. 1- they contact either myself or the union who passes on the message. 2- they do the reporting. I get all Violent incident reports that EAs complete once the principal has completed part B. In the description box write as if you are painting a picture. Let me know what happened and how you are feeling (stressed, unsafe...). There is space for 400 characters so use point form notes and give detail.

Safe Schools Form - So many safe schools forms are not being completed. Whenever a violent incident form is sent in, a safe schools form needs to be completed as well.

Supply EA handbook - Though the Task Force committee CUPE encouraged that a supply EA handbook be created. Supply EAs are our CUPE sisters and brothers and they have a very difficult job. They often do not know the students, schedules, staff, school..... The EA supply handbook can give them information and make their day more successful. You may be asked to give a description of your schedule, students.... Things that they like, dislike, washroom routines.... Please work with your Principals and SERTs to develop a supply EA handbook to make their day better.

Health and Safety Tips: Sensitivity - A few supportive words can make a difference

- Are you okay?
- You really had a rough day, I am here if you need to talk.
- Is there anything I can do to help?

PPE - When required to wear PPE you should have your own set and it should be properly sized

Proximity - be mindful of your proximity when dealing with aggressive students. Whenever possible keep distance between you and the student, wait the student out until they are in a calmer state. Also, if a student is hitting your face/head, look at your proximity. Ask, what can be done to ensure your safety?

We will check in on you after submitting a violent incident -via cupe218 email. - please respond to the email to let us know how you are doing. Also, don't hesitate to contact me if you feel unsafe.

Positive Notes: Please send me an email with success stories - How an unsafe situation was resolved. I would love to share them, who knows someone may be in a similar situation and your story may help them.

Kelly Gainer

CUPE 218 EA Health and Safety Rep

kgainer@cupe218.ca

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

November 2018

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

If you don't receive a call or email back within 24 hours, please try again.

We are going into a Bargaining year so there will be updates via the website and your email. Familiarize yourself with your Collective Agreement, you will find the answer to many of your questions in it. The Collective Agreement can be found on the Board's website, as well as on the CUPE website for you to look at/print off.

As stated in the September and October Newsletter, we put out a call for Bargaining Proposals. Friendly reminder that we are only able to bargain Local items which is Part B of the Collective Agreement.

If you have any proposals that you would like us to review, please send them to me at lrichards@cupe218.ca

A number of the Executive went to the OSBCU Bargaining Conference where the Bargaining proposals for the Central table were presented to us. This is the committee that bargains on the behalf of all 55,000 school board CUPE workers at the Provincial Table. In February we will be receiving the finalized package and will be able to share this with our members.

EDUCATIONAL ASSISTANTS - PUBLIC BOARD (CONT'D)

November 2018

A few of the Executive also went the National Sectoral Conference with the focus title of RESPECT. CUPE members deserve respect within all of the jobs we do. We met and worked alongside within our Sector group with other Education members from across the Country. It's amazing to see the differences in Collective Agreements and other items. We learned that CUPE workers in 7 provinces now bargain monetary and other major items at provincial tables as we do. The one thing that was common amongst all was the Violence that is taking place within the schools. We also share this common issue with the Health Care sector. Respect is that everyone has a right to be safe at work.

CUPE National has a response on violence in the workplace and National has vowed to help. We need 0 tolerance and have to work on getting better policies, CA language, laws and regulations put in place. They have tools for us to use and work with as well as posters, buttons and stickers.

We still have members sending in the yellow CUPE VI forms. Please use the on-line reporting VI form. The Safe Schools form is also on line and you should have time built into your schedule to complete these. All of the new on-line forms go directly to H&S as well as the Spec. Ed Officer and our CUPE H&S Rep Kelly Gainer.

If you are feeling unsafe toileting a student due to comments/issues or accusations, it should be clearly written in the IEP with what the EA is expected to do. This also allows the parents to know what the routine is we follow.

Please be cautious and follow the hands off guideline when dealing with students. We have had a number of calls made to CAS and this is a very stressful process for anyone to be going through. As well, if something has taken place outside of your work regarding any CAS investigation, you will be requested to be stay home (with pay) until the investigation has been completed. Postings should be coming out shortly, make sure that your Apply to Education profile is complete and up to date.

We had an election on October 27th for the position of Vice President and Sargent at Arms. Congratulations to Marion Moore for being elected to her third term as Vice President and to Robin Fair on being our new Sargent at Arms.

There have been many struggles with the start of this school year but I'd like to say thank you to all EA's and our Outdoor Ed workers. Even though you may not feel it some days, please know that you all do a fabulous job! This will be the last newsletter before the Christmas break so we would like to wish you all a very Merry Christmas, Happy Holidays and a Wonderful 2019. Enjoy your time with family and friends.

In Solidarity,

Lori Richards

EA Chairperson

BARGAINING REPS:

Kelly Gainer

Glen Morrison

Sue Wilkinson

STEWARDS:

Tracey Lesperance

Flo Davies

Fil Wylie

Marion Moore

OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD

November 2018

Union Elections!

A meeting was held October 27th to elect Union executive committee representatives. Congratulations to the following elected for another 2 yr term: **Marion Moore**, Vice President / **Robin Fair**, Sergeant-at-Arms.

Did You know....If you are working outside of your regularly scheduled work hours without authorization (or being paid) and you sustain an injury or have an accident you **may not be** covered under WSIB. Working without prior supervisor authorization leads to the position that you are volunteering your time and the Board is not responsible. Your initial WSIB claim may be denied and the appeal process can be a long, drawn out process. **DO NOT WORK** unless you are being compensated. **Be protected, know your rights.**

Bereavement Leave "Should the funeral or memorial service not take place within the granted days, an employee may make a written request to the Manager of Employee Relations/Services or designate to have one (1) of the allotted days held back for use on the actual day of the funeral or formal memorial service where such will occur on a scheduled work day." We used to have to take the days all in succession immediately following the date of death.

What is my Responsibility? Every adult is responsible for the safety of every child but what a school secretary is not responsible for is supervision of students for prolonged periods of time. If you feel your school administrator is taking advantage of your presence in the office by having students sit there while the supervising staff is nowhere to be seen, first speak to the administrator and let them know it is not your responsibility to supervise students. If the situation continues, inform your Union Representative.

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

Happy Holidays This will be our last Newsletter for this year, I would like to take this opportunity to wish everyone a very happy and safe holiday. Just a reminder that there is will be no General meeting in December. If you have questions or concerns please contact your committee representative.

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

SECRETARIAL / CLERICAL / TECHNICAL STAFF

CATHOLIC BOARD

November 2018



This is the last newsletter for 2018, as we do not send one out in the month of December.

Your Bargaining Committee have the following dates booked in for Labour Management meetings: January 22/19, April 2/19 and May 30/19. At the last L/M meeting, we spoke about HR running another Interview Training session as ran once before for SCT Unit members to attend. Some people stated they would have wished to come but that day did not work within their planners with other activities going on. Once I hear of a date in the New Year, I will state it within that month's newsletter and/or an email to all so some arrangement planning can be done to attend. The last meeting started at 4:00 p.m. and ran to about 5:15 p.m. with anyone wishing to stay and talk were more than welcome to ask questions one on one.

We have a grievance going to Arbitration in April 2019. The Scheduled Unpaid Leave Plan (SULP) for the SCT Unit is April 5, 2019. Please note, approved leave 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.

Congrats, to all members that have applied, interviewed and granted the past-posted positions within the SCT Unit over the past month from the last newsletter. Once again, as I have spoken about in past newsletters... please be mindful of what you post on your own personal social media sites.

For your own records, I have stated before about keeping an ongoing journal or calendar of the days you are off work and the reasons why you are off. This comes in very handy if called into a meeting due to your sick days. 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. Start thinking about proposals and write them down as our Collective agreements are ending August 2019. We will be asking for these in months to come. There are a number of items we the Bargaining Committee would like to clean up this round of bargaining, which we have not had the chance to do so as the past collective agreement was rolled over to August 2019.

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.

CUPE Local 218 will have a Christmas float in the Santa Clause Parade in Oshawa this year. If you are attending with your little ones, keep an eye out for it. Hope to see you at the last 2018 General Membership meeting on Sunday, November 25, 2018 at 7:00 p.m. at the CUPE Office. On behalf of Mike, Sandra and myself, we wish you and your families a Very Merry Christmas. Enjoy the holidays with family and friends. Please no drinking and driving while out visiting during the holiday season.

Merry Christmas and Happy Holidays to all,

Karen Ulrich

Chairperson

kulrich@cupe218.ca

Mike Morris

Bargaining Committee

mmorris@cupe218.ca

Sandra Ribeiro-Dantas

Bargaining Committee

sandra.dantas@cupe218.ca

DISABILITY MANAGEMENT

November 2018

As this will be our last Newsletter of the year, I would like to take this opportunity to wish everyone Merry Christmas and a Happy New Year. As we are so fortunate to live in such a diverse Country, I would also like to wish all faiths a joyful and enjoyable holiday with family and friends during this festive season.

Around this time of year our lives can become more demanding and complicated and we sometimes become overwhelmed with unexpected and uncontrolled situations. For example, financial burdens, relationship issues, workplace stressors, health related concerns, or the death of a friend or loved one and at the same time we are trying to balance our work and family responsibilities. This can be a very stressful time and may seem things are out of control and there is no light at the end of the tunnel. There is a light at the end of the tunnel if you take the initiative. **Just remember you are not alone.**

There are steps you can take ease the pressures such as; see your Physician, ask for a referral to a specialist (Psychologist), and/or contact the **EEFAP**.

Morneau Shepell (Employee & Family Assistance Program)

1-844-880-9142

Crisis Access Linkage Line

905-666-0483 or 1-800-742-1890

Ontario Shores Centre for Mental Health Science

Crises Hotline: 1-800-263-2679

Distress Centre Durham

905-403-2522 or 1-800-452-0688

If you have any questions or need assistance please feel free to call the CUPE Office, we would be more than happy 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

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Jamie Spencer- jspencer@cupe218.ca

Lori Richard- lrichards@cupe218.ca

Dennis Gibbs- dgibbs@cupe218.ca

In solidarity,

Jamie Spencer

Disability Management Coordinator

OTIP UPDATES

November 2018

How a car accident can impact your insurance premiums

Car accidents can happen to anyone on the road, even great drivers. Whether it's a sudden stop causing a fender bender or failure to break at a red light, accidents happen and can impact your insurance premium.



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/article28

OTIP UPDATES

November 2018

How to Safeguard Your Home Against Break-Ins

As the holiday season approaches so does an increased risk for home burglary.¹ While holiday shoppers hide presents in their homes, and homeowners leave town to celebrate the season with family and friends, home burglars are left with prime opportunities for break-ins and theft.



While there's no way to guarantee your home won't be the target of an attempted break-in, there are some actions that you can take to help defend your home against burglars.

To learn more, visit www.otipinsurance.com/article27