



**JANUARY**

# NEWSLETTER 2019

## MEMBERSHIP MEETING

SUNDAY, JANUARY 20<sup>TH</sup>, 2019 AT 7:00PM  
CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY

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# PRESIDENT'S MESSAGE

January 2019

*Dear Sisters and Brothers,*

Welcome Back and Happy New Year. I hope everyone had the opportunity to enjoy the change of pace and well deserved break.

As we begin a new year, we also begin dealing with a new Government. As I mentioned in my last newsletter, the Ford Conservatives are pushing ahead with Bill 47 (Making Ontario Open for Business Act) and it has indeed taken all the positive gains away. The majority of these changes take effect on January 1st 2019. Please refer to my prior newsletter which reflects changes to the ESA as a result of Bill 47 that directly affects our jobs.

On January 30th, 2019 your CUPE representatives will be attending the OSBCU School Board Conference. This is a very important conference as it sets the stage for upcoming provincial bargaining. After this conference, we will hold a meeting for you, the members, to vote on the provincial proposals. Date and time are to be determined.

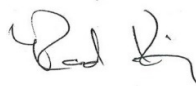
The float in the Oshawa Santa Claus Parade and the Children's Christmas Party were bar none! The float with the help of volunteers, in my opinion, was one of the best in the parade. But then again, I am the President of this great Local and may have a bit of bias (LOL). We had over 200 people attend the Children's Christmas Party. It too was an amazing event. A huge thank you to Brother Dennis Gibbs and his committee for work well done.

Reminder, effective February 1st, 2019 a 1% pay increase will be applied to your hourly rate.

On a sensitive note, we say good-bye to Sister Maureen MacInnis who has been the Chairperson of the Catholic Board Educational Assistants Unit for 15+ years. Maureen wore her heart on her sleeve and treated all with love and respect. Thank you Maureen for doing all you have done and for being you! All the best.

Our next General Membership meeting will be held at the CUPE office on Sunday, January 20th, 2019 at 7pm. Please plan to attend.

**In Solidarity,**



**Rod King**  
President  
CUPE Local 218

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

E-mail: [office@cupe218.ca](mailto:office@cupe218.ca)  
Website: [www.cupe218.ca](http://www.cupe218.ca)

# VICE – PRESIDENT’S MESSAGE

January 2019

## HAPPY NEW YEAR !!!!

Winter is here. At least it feels like it with the wind, and prediction of snow in the next few days. Snow, the dreaded white stuff that snow balls, snow forts snow castles are made of. The white fluffy stuff is beautiful, 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 any reason, but especially if it could be avoided. **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.

## BE IN THE “KNOW”

Please make sure you have access to the CUPE 218 website and portal. Important announcements and dates will be on this site. Please contact the union office and speak to Sue Wilkinson about this. 905-571-7879.

## PARTICIPATE

Please plan on attending the next General Membership Meeting to be held Sunday January 20nd, 2019 at the CUPE office, 7 pm, 2080 Wentworth St. Whitby.

**Yours in solidarity,**

**Marion Moore**

Vice President and Disability Rep.

CUPE Local 218

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

# OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD

January 2019

## HAPPY NEW YEAR!

Hope everyone had a great Christmas break!

We are in yet another very busy time of year, with kindergarten registrations, semester changes and preparation for the next school year. Don't forget if you work more than your regular hours, put in for overtime pay. You deserve to get paid for time worked.

## EXTERNAL POSTINGS

Please be aware that internal staff can apply to external postings You need to be in your current position for a year.

**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

**Medical Leave** If anyone is going to be off work on a medical leave for an extended period of time, please contact the union office and speak to one of our disability reps. They are there to help guide you through the proper procedures and are able to represent you, should there be a problem with your leave. All information is held in strictest confidence. Know your rights!

## ADDRESS CHANGING?

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

## OCT Committee Members

OCT Chairperson	<b>Karen White</b>	<a href="mailto:kwhite@cupe218.ca">kwhite@cupe218.ca</a>
Education Centre Rep	<b>Liz Lyons</b>	<a href="mailto:elizabeth.lyons@cupe218.ca">elizabeth.lyons@cupe218.ca</a>
Elementary School Rep	<b>Allison Petty</b>	<a href="mailto:allison.petty@cupe218.ca">allison.petty@cupe218.ca</a>
Secondary School Rep	<b>Antony Nembhard</b>	<a href="mailto:anembhard@cupe218.ca">anembhard@cupe218.ca</a>

# SECRETARIAL / CLERICAL / TECHNICAL STAFF

## CATHOLIC BOARD

January 2019

### *Happy New Years to all!*

I hope everyone enjoyed time off visiting with friends and family as that is what Christmas Holidays are all about. Your Bargaining Committee have the following dates booked in for Labour Management meetings: January 22/19, April 2/19 and May 30/19

Again, as I stated in the November newsletter, the HR dept. will be running another Interview Training session as ran once before for the 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. The dates are as follows:

Wednesday January 16th, 23rd and 30th, starting at 4:30 p.m. This is open to all CUPE Local 218 members.

Afternoon shift workers if interested, there could be a session held if there is an interest.

January 16 and 30th are going to be held at the CEC location of 650 Rossland Rd., Oshawa and the January 23rd will be held at Notre Dame School in Ajax. There is no sign up, just let your boss know you will be attending the workshop training which you may require to leave a little earlier to arrive on time for start time of 4:30p.m.

We have a job posting grievances going to Arbitration in April 2019.

The Schedules 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. 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. Start thinking about proposals and write them down as our Collective agreements are ending August 2019. We will be asking for these very soon. 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.

Hope to see you at the next General Membership meeting on Sunday, January 20, 2019 at 7:00 p.m. at the CUPE Office.

Happy New Year from,

**Karen Ulrich**

Chairperson

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

**Mike Morris**

Bargaining Committee

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

**Sandra Ribeiro-Dantas**

Bargaining Committee

[sandra.dantas@cupe218.ca](mailto:sandra.dantas@cupe218.ca)

# CONTINUING EDUCATION - PUBLIC BOARD

January 2019

We hope you had a refreshing holiday season and are looking forward to the rest of the school year.

This is an important year, as our Central Agreement with the province is coming up for negotiation. In the near future you will be receiving a survey regarding the next round of bargaining. It is important to hear from all our members, and we ask that you take the time to respond carefully to the survey questions.

We would like to remind you to ensure that you are receiving all information from our CUPE 218 office. This includes the monthly newsletter as well as other occasional e-mails and updates. If you are not receiving CUPE communications, or if you need help in accessing the website, please contact Sue Wilkinson at [swilkinson@cupe218.ca](mailto:swilkinson@cupe218.ca) or by phone at 905-571-7879.

Regarding ongoing shortage in supply instructors and CNC staff, the board is continuing to monitor the situation. We have seen some new faces in our program recently.

A reminder that PD funds are available for professional development, either for registration fees for the Durham Regional Childcare Forum or TESL Durham (or any other TESL affiliate). Please be sure to keep your receipt and submit it to one of the committee members.

The next general membership meeting will be held at the union hall on Sunday, January 20 at 7:00. We hope to see you there.

**In Solidarity,**

**Jane Batterink**

Bargaining Chair, Public Board  
Continuing Education

**BARGAINING COMMITTEE:**

**Jane Batterink** - [jbatterink@cupe218.ca](mailto:jbatterink@cupe218.ca)

**Darlene Sasseville** - [darlene.sasseville@cupe.ca](mailto:darlene.sasseville@cupe.ca)

**Judy White** - [judy.white@cupe218.ca](mailto:judy.white@cupe218.ca)



# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

January 2019

HAPPY NEW YEAR! We hope you had a wonderful holiday spent with family and friends and were able to take some time for yourselves and relax!

**CHANGES TO THE EA COMMITTEE-** Your EA Committee has had a few changes that took place as of January 1st. Flo Davies and Marion Moore have stepped down from the Committee. We would like to thank Flo for the last couple of years she has been a Steward. She was a great help with our members and her enthusiasm and laughter will be missed! Marion has been on the EA Committee for many years. She was the Chairperson and then the last 4 years she became a Steward. Marion will be missed from the Committee but thankfully she will still be available as she is the VP of our Local.

We would like to welcome Deb Kennelly and Brandy Townson as our 2 new Stewards! The new Committee consists of: Bargaining Reps - Lori Richards, Kelly Gainer, Glen Morrison and Tracey Lesperance. Stewards – Sue Wilkinson, Fil Wylie, Deb Kennelly and Brandy Townson. There is a new Area Contact Info Chart for you to print out for your use at the end of this report.

Please contact the Rep/Steward for your Area. All emails and or phone calls to the office will be forwarded to the Rep/Steward for your area and they will respond as soon as possible. We ask that you don't make phone calls or send emails when you are to be working with students. Only do this during your breaks, lunch or before or after school. If you don't receive a call or email reply within 2 days, please call again and or resend your email. If there is an emergency, please call the Union office.

We will be going into both Central and Local Bargaining this year. Please make sure you have your CUPE email set up and monitor it as this is how all information and updates will be shared. If you need to do this or are having issues login in etc. contact Sue at the office or via email.

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

**PERSONAL CONTACT INFORMATION-** It is your responsibility to notify the Board of any changes regarding your address, phone number or name change. This is Personal Contact Information - Article L23.17 of our Collective Agreement.

**CHANGES TO EMPLOYMENT STANDARDS ACT- PERSONAL EMERGENCY LEAVE-** As of January 1, 2019 Bill 47 comes into effect. What this means for us in the School Board is that we no longer have the 10 Personal Emergency Leave days with the first 2 being paid. We now only have 3 Family Responsibility Leave days which are unpaid. This is very disheartening for members who were able to access the 10 days. If you go beyond the 3 Personal Emergency Leave days, you must now apply for a regular Leave of Absence.

**CAS-** Unfortunately we have dealt with a number of CAS situations so far this year. It's very stressful on EA's when they are sent home due to an investigation – even though the majority of the time the investigation leads to the situation being unfounded, it still creates a great deal of upset and anxiety. Please be very careful when working with students and use the 'hands off' approach unless you are directed to do something and there is a witness around. As well, if you have any concerns on working alone with a student or with toileting etc, it should be written in the IEP/BSP with a description of what assistance or duties are required. Parents sign the plans and therefore know what you are expected to do. If you are uncomfortable with any of the duties such as these that you are required to do, you need to either have a conversation with or send an email to your Admin expressing your concern. If you have a conversation, follow it up with an email stating what was discussed just so everyone is clear of what the plan is going forward. We will be having a conversation with CAS this month as we would like to know what constitutes an EA calling CAS based on statements JK/SK students are saying that should be beyond what they should know or be talking about. We will have the information provided to us in the next newsletter. Until then, if you have any concerns, please take them to your Admin right away.



# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

(CONT'D)

**PD WORKSHOP AND REINFORCEMENTS**- after the November PD day for Elementary EA's, we were made aware of a very unsettling workshop. The title was Structuring Social Skills and Play. In this workshop a Reinforcement Inventory sheet was given out. There were items on this list that can be used as reinforcements for students of which we highly discourage against and are opposed to. These include, cake, chips and above all... CANDY and NUTS (a student can choke on candy and there is the allergy factor for nuts), we have taken this issue to the Board and they are aware that we do not recommend any EA giving these items to students. The Board is looking into how this workshop is being presented. If you are asked to give any of these items to students, please address your concern with you Admin and they are free to contact Sharon Wopereis.

**ECE's AND TOILETING**- it has come to our attention again that EA's are being called over the Walkie Talkies and away from students they work with to go to JK/SK classes to either toilet or change students. You are only required to do this if you are in the class at the time and are assigned to work directly with the student. It is in an ECE's job description that they toilet students. The duties/responsibility for ECE's state – Assist children in washroom routines, dressing, toileting, lunchroom activities. If you are asked to do this, speak with your Admin and they are free to call Sharon Wopereis for clarification. As well, we do not supply/fill in for an ECE when they are off or away. This is doing the job of another Bargaining Unit. Please let your Rep/Steward know if you have been asked to do this.

**BUS PROTOCOL**- There is a bus protocol which includes bus behaviour and discipline. You can look it up on the Boards portal or contact your Rep/Steward and we can send you a copy.

**KELLY'S HEALTH & SAFETY REPORT**- As always, read Kelly's H&S report within the Newsletter. She always shares very helpful information.

**POSTINGS**- I don't like saying this but thanks to Doug Ford's government, our School Board is experiencing funding cuts. This is having an effect on the EA's and our Postings. The postings have all been put on hold until it's determined how and where the cuts will take place and what can be done to have as little disruption as possible for our staffing.

**BARGAINING**- Needless to say, we are going into a Bargaining year and it could be difficult with this Government but we will be doing our best to maintain what we have and hopefully achieve a little more.

We will be attending the first ever OSBCU (Ontario School Board Council of Unions) Convention - OSBCU is comprised of all School Boards in Ontario that have CUPE members in them. There are over 55,000 members and hopefully by sticking together we can do well in both Central and Local Bargaining. We wish you well and to have a wonderful second half of the school year!

In Solidarity,

**Lori Richards**  
Chairperson

**BARGAINING REPS:**  
**Kelly Gainer,**  
**Glen Morrison**  
**Tracey Lesperance**

**STEWARDS:**  
**Sue Wilkinson,**  
**Fil Wylie,**  
**Brandy Townson**  
**Deb Kennelly**

# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

## (CONT'D)

### EA AREA AND CONTACT INFORMATION 2018-19 JANUARY - JUNE

SCHOOL AREA	REP TO CONTACT	CONTACT INFORMATION
AJAX-ELEMENTARY	<b>GLEN MORRISON</b> (REP)	<a href="mailto:gmorrison@cupe218.ca">gmorrison@cupe218.ca</a>
PICKERING-ELEMENTARY	<b>BRANDY TOWNSON</b> (STEWARD)	<a href="mailto:brandy.townson@cupe218.ca">brandy.townson@cupe218.ca</a>
WHITBY-ELEMENTARY	<b>KELLY GAINER</b> (REP) (H&S Rep)	<a href="mailto:kgainer@cupe218.ca">kgainer@cupe218.ca</a>
NORTH-ELEMENTARY	<b>DEB KENNELLY</b> (STEWARD)	<a href="mailto:deborah.kennelly@cupe218.ca">deborah.kennelly@cupe218.ca</a>
OSHAWA (KEDRON PS TO WOODCREST PS-ELEMENTARY)	<b>SUE WILKINSON</b> (STEWARD) (contact person for CUPE Email & Edvantage cards)	<a href="mailto:swilkinson@cupe218.ca">swilkinson@cupe218.ca</a>
OSHAWA (ADELAIDE MCLAUGHLIN PS TO JEANNE SAUVE PS)-ELEMENTARY	<b>FIL WYLIE</b> (STEWARD)	<a href="mailto:filomena.wylie@cupe218.ca">filomena.wylie@cupe218.ca</a>
HIGH SCHOOLS	<b>TRACEY LESPERANCE</b>	<a href="mailto:tracey.lesperance@cupe218.ca">tracey.lesperance@cupe218.ca</a>
OFFICE	<b>LORI RICHARDS</b>	<a href="mailto:lrichards@cupe218.ca">lrichards@cupe218.ca</a>

# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

## HEALTH AND SAFETY

January 2019

### DDSB Staff Portal - H&S Tab

Please check out the information available to you on the DDSB staff portal - Health and Safety Tab.

- Elearning modules include
  - Concussion Awareness
  - Violent incident reporting
  - DDSB workplace violence Awareness
  - Health and Safety overview
- EA
  - EA Go To Guide
  - Safe Work Practices
  - Everyday Fitness
- Lab Safety and Shop Safety - An excellent resource for those of you who work in shops or science rooms.

***There is so much information available to you on the DDSB Health and Safety tab, please become familiar with this resource.***

### ***Notes from the EA Task Force Meeting***

***What is the EA Task Force?*** This is a committee where CUPE and the DDSB work collaboratively to be proactive and problem solve situations across the DDSB, where there is a risk to the Health and Safety of EAs. Members of this committee consist of CUPE, Health & Safety, Educational Assistant Consultant, Inclusive Student Services, Disability Management, Psychological Services.

We are seeing EAs invited to more and more meetings regarding Health and Safety. EAs should be involved in the development and revision of Behaviour Safety Plans if you work with the student. Often EAs are the frontline workers for students with Risk of Injury behaviours and It is important that we are involved in decisions regarding programming and BSP. Here are some guidelines when asked to attend a meeting:

- EAs have a voice - you have been asked to attend and now is the time to express how you are feeling, what you are seeing and your concerns.
- Do not feel intimidated at the meeting. When the Area Team (with members from the DDSB/board office) meet they appreciate what you have to say and want to know what challenges you face when working with the student.
- Understand that they need to know what you are experiencing, what is successful and need your help to problem solve complications.
- You have been invited to the meeting - ***YOUR VOICE MATTERS!***

### **First Aid Box/Certified First Aid trained staff**

Do you know where your school first aid boxes are located? Every school has at least 1 first aid box, many have several. It is important to know where they are located and who is trained in First Aid and CPR/AED. If you do not know this information please ask your principal.

**THE FIRST STEP OF ENSURING YOUR SAFETY IS INFORMING YOUR SUPERVISOR (PRINCIPALS) OF ANY HEALTH AND SAFETY CONCERNS.**

**YOUR PRINCIPALS CAN NOT HELP YOU IF THEY DO NOT KNOW WHAT THE SAFETY ISSUES ARE.**

Please do not hesitate to contact me if you have any safety concerns.

**Kelly Gainer**

**CUPE 218 EA Health and Safety Rep**  
[kgainer@cupe218.ca](mailto:kgainer@cupe218.ca)

# EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

January 2019

## *Dear Brothers and Sisters*

Welcome back! We just want to wish you a peaceful, and healthy 2019. We hope you have had a restful Christmas vacation, and that you're coming back feeling rejuvenated.

We also want to say a heartfelt goodbye to Maureen McInnis, who served as chairperson of EA's for 15 years, and did it with compassion, and support for both our members as well as our students who needed us. I, Maureen Cope served with Maureen for 14 years, and I'll miss her wisdom, and calmness that led us through some trying times especially through our new bargaining measures: Local Board vs. Provincial. I hope as your chairperson that I am up to the same standards that she set, and plan on serving you always with care and compassion.

We also congratulate the EA's who were selected to train and earn F.B.A. certification. This program can be costly but if you were chosen, you were provided with training for free. We are hoping that all EA's will get a chance to participate in this program in the future.

With that being said, our contract is up August 31, 2019, so we are getting prepared to bargain. I am not sure how easy it will be given the new Ford governments cuts already but we will stay the course.

We have also been included in the "Interview training" the board has offered in January. I did send the dates available to attend via the board email as the CUPE newsletter is sent to you after the training dates takes place. I hope some of you took advantage of this training, so that if you are ever applying for a position, you will know what they are looking for.

Just as a reminder! 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 supervisor/principal. If you fill out a form 7 with your principal, make sure you mark it down as aggression. A copy of each report is sent to the CUPE office and forwarded to Carrie Boisvert, your Health and Safety Representative.

Please sign up for CUPE email, and forward your mail to your personal email as well. If you are having difficulty, please contact the CUPE office at **905-571-7879**.

You can contact us through CUPE email or call the CUPE office if you have any concerns or questions. Happy New 2019!

**Yours in Solidarity,**

**Maureen Cope**

Bargaining Chair, Catholic Board  
Educational Assistants  
[maureen.cope@cupe218.ca](mailto:maureen.cope@cupe218.ca)

**BARGAINING COMMITTEE:**

**Carrie Boisvert**

[carrie.boisvert@cupe218.ca](mailto:carrie.boisvert@cupe218.ca)

**Bobbi Jo Agius**

[bobbijo.agius@cupe218.ca](mailto:bobbijo.agius@cupe218.ca)

**STEWARDS:**

**Shelagh Cauchi**

[shelagh.cauchi@cupe218.ca](mailto:shelagh.cauchi@cupe218.ca)

# CUSTODIAL / MAINTENANCE - PUBLIC BOARD

January 2019

*Dear Sisters and Brothers,*

Happy New Year and Welcome Back! Another year has come and gone.

February 1st 2019 will be our 50th anniversary as being a chartered organization with the Canadian Union of Public Employees, fifty years of standing up for workers and their rights. This date will also bring a 1% wage increase as per our Collective Agreement / Central Terms.

During the months of late November and early December we were able to resolve on going grievances which I was hopeful that this was a sign of what the New Year was to bring. This was not the case, we now have 1 grievance approved to proceed to arbitration and 6 grievances that are active.

As I'm sure most of you are aware, the Custodial Management is spontaneously stopping at random schools to view the conditions of custodial sections. Please communicate with your Chief Custodian and Custodial Supervisors if you are having difficulty maintaining your section or are finding that there is lack of cooperation within your school.

If you have received a Written Warning in the past, you have an opportunity to request the Written Warning to be removed.

Article L11.05 Where a minimum of two (2) years have elapsed since a disciplinary matter was placed in an employee's file, the employee may request that such disciplinary material be reviewed by the Superintendent of Employee Relations. A request for removal of disciplinary material shall not be unreasonably denied.

It has once again been brought to my attention that some Members are still waiting for Marks Work Warehouse to satisfy their 2017 Vouchers. If you are one of these Members please contact me as soon as possible. We have been more than patient and have waited long enough.

The Board will be accepting requests for Acting Chief Custodian positions from January 1st until January 31st.

If you are interested please fill out the form and forward it to the Manager of Custodial Services (Roger Woudwyk). In early January I will request from the Board an updated Transfer List, if you are interested in your standing on the list please send me an email of which schools you have submitted transfers to.

As 2018 came to an end and we begin 2019 the Progressive Conservative government has attacked Unions and has ignored our Charter Rights and Freedom, Once again this government is quick to strip workers of their rights by meddling in a free and fair collective bargaining process. With our Collective Agreement / Central Terms expiring on August 31st 2019 it brings a multitude of concerns into our labour movement. I cannot stress it enough when I say we have to be ready. We are in the process of organizing special committees and have been in contact with CUPE National and the OSBCU. 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 all of our Members informed and up to date with ongoing issues. If you have not registered please contact Sue Wilkinson at 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:**

**Dan Fusco  
John Allan  
Tom Simpson  
Jeff Goodwin  
Robin Fair.**

## HEALTH AND SAFETY

January 2019

Welcome back to everyone and Happy New Year. I hope you all had time to relax and refresh.

It turns out winter did decide to arrive a little bit at a time and I just want to remind everyone to make themselves aware of their surrounds when clearing snow and salting as the temperatures do create heaving of concrete and asphalt. Also be aware of the weather guidelines when it comes to wind chill.

What factors modify our response to cold?

A cold environment challenges the worker in three ways: by air temperature, air movement (wind speed), and humidity (wetness). In order to work safely, these challenges have to be counterbalanced by proper insulation (layered protective clothing), by physical activity and by controlled exposure to cold (work/rest schedule).

**Air Temperature:** Air temperature is measured by an ordinary thermometer in degrees Celsius (°C) or degrees Fahrenheit (°F).

**Wind Speed:** Different types of commercially-available anemometers are used to measure wind speed or air movement. These are calibrated in meters per second (m/s), kilometers per hour (km/h) or miles per hour (mph). Air movement is usually measured in m/s while wind speed is usually measured in km/h or mph. The following is a suggested guide for estimating wind speed if accurate information is not available:

- 8 km/h (5 mph): light flag moves,
- 16 km/h (10 mph): light flag fully extended,
- 24 km/h (15 mph): raises newspaper sheet,
- 32 km/h (20 mph): causes blowing and drifting snow.

**Humidity (wetness):** Water conducts heat away from the body 25 x faster than dry air.

**Physical Activity:** The production of body heat by physical activity (metabolic rate) is difficult to measure. However, tables are available in literature showing metabolic rates for a variety of activities. Metabolic heat production is measured in kilo calories (kcal) per hour. One kilocalorie is the amount of heat needed to raise the temperature of one kilogram of water by 1°C.

What is the wind-chill temperature?

At any temperature, you feel colder as the wind speed increases. The combined effect of cold air and wind speed is expressed as “equivalent chill temperature” (ECT) or simply “wind chill” temperature in degrees Celsius or Fahrenheit. It is essentially the air temperature that would feel the same on exposed human flesh as the given combination of air temperature and wind speed. It can be used as a general guideline for deciding clothing requirements and the possible health effects of cold.

In some parts of Canada the term “wind chill factor” is used. This is a measurement of a heat loss rate caused by exposure to wind and it is expressed as the rate of energy loss per unit area of exposed skin per second (e.g., joules/[second-metre<sup>2</sup>] or watts/metre<sup>2</sup>, W/m<sup>2</sup>).



## HEALTH AND SAFETY (CONT'D)

		WIND CHILL CHART								
		Ambient Temperature (°C)								
		4	-1	-7	-12	-18	-23	-29	-34	-40
Wind km/h	Velocity mph	Equivalent Chill Temperature (°C)								
Calm										
0	0	4	-1	-7	-12	-18	-23	-29	-34	-40
8	5	3	-3	-9	-14	-21	-26	-32	-38	-44
16	10	-2	-9	-16	-23	-30	-35	-43	-50	-57
24	15	-6	-13	-20	-28	-36	-43	-50	-58	-65
32	20	-8	-16	-23	-32	-39	-47	-55	-63	-71
40	25	-9	-18	-26	-34	-42	-51	-59	-67	-76
48	30	-16	-19	-22	-36	-44	-53	-62	-70	-78
56	35	-11	-20	-29	-37	-46	-55	-63	-72	-81
64	40	-12	-21	-29	-38	-47	-56	-65	-73	-82

Adapted from: Threshold Limit Values (TLV<sup>TM</sup>) and Biological Exposure Indices (BEI<sup>TM</sup>) booklet, published by ACGIH, Cincinnati, Ohio

<b>Little danger</b> - in less than one hour exposure of dry skin	<b>DANGER</b> - Exposed flesh freezes within one minute	<b>GREAT DANGER</b> - Flesh may freeze within 30 seconds
<b>Maximum danger</b> of false sense of security		

Table 1. Wind Chill Chart

To the chief's please keep track of any cancelled work orders when it comes to workplace inspection items and send to me as well as any job that you feel should be maintenance duty as we are beginning to see a download of duties from maintenance and other trades on to the chief's.

Safety is all of our responsibility and we need to continue to practice this every day. The custodial department has maintained the reduction in lost time accidents and are by far the lowest of all employee groups thank you, to you all. That being said I don't want to see an increase or even more serious accidents happen due to the downloading of duties.

It is the Boards responsibility to ensure proper training is in place and given before workers take on new or different tasks than they are accustomed to. There also should be a hazard risk assessment completed prior.

Lastly I would like to talk about workplace violence as it is a concern and a workplace hazard. All staff members of the school board have the right to know if there is the risk of injury around us either in our job or workplace.

If you happen to get in a situation where you are threatened, struck, spit at, sworn at or even have objects thrown at you. Report it to the Principal, your supervisor, and the union hall. These situations need to be reported and dealt with under the OHSA, Safe Schools Act and the Boards own policies and procedures.

These are forms of violence, harassment and even bullying and need to be addressed by administration and supervisors. IT IS YOUR RIGHT TO A SAFE WORKPLACE. It could be your job that could be at stake if mishandled. Use due diligence when in this situation and do not feel embarrassed REPORT IT. The violent incident forms can be found in the staff portal under Forms and are filed directly online.

In Solidary,

"See you along the path "

**Daniel Mills**

905-571-7879

daniel.mills@cupe218.ca

# CUSTODIAL / MAINTENANCE - DURHAM CATHOLIC

January 2019

*Dear Sisters and Brothers,*

Happy new year, we hope everyone had a safe, enjoyable and relaxing break.

We had 12 grievances to start December, both individual and policy.

All grievances were settled by Christmas break with the grievors satisfied with the outcomes.

2019 is setting up to be a challenging year on the labour front. Our collective agreements expire August 31.

In the coming weeks the union will be sending out proposal surveys, please make an effort to complete.

If you do not already have access to cupe 218 email, please be sure to contact the Sue Wilkinson (swilkinson@cupe218.ca 905-571-7879) for your log in information for email and the members area of the website. This will be the media used to communicate with members.

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 one of your reps listed below if you have questions or concerns, we will do our best to provide answers and/or support.

**In Solidarity,**

**Brian Burd** - [bburd@cupe218.ca](mailto:bburd@cupe218.ca)

**Natalie Melich** - [nmelich@cupe218.ca](mailto:nmelich@cupe218.ca)

**Sean Hebert** - [shebert@cupe218.ca](mailto:shebert@cupe218.ca)

**Dave Slater** - [dslater@cupe218.ca](mailto:dslater@cupe218.ca)

# OTIP UPDATES

January 2019

## Tenant Insurance, is it worth it?



About 34 per cent of Canadians rent their homes, yet more than half of Canadian renters (58.2 per cent)<sup>1</sup> are living without any tenant insurance coverage. While tenants are not currently required to have a tenant insurance policy in place, most are confused about the level of coverage available through their landlord's insurance. Here are three reasons why you should have a tenant insurance policy.

To learn more, visit [www.otipinsurance.com/article32](http://www.otipinsurance.com/article32)

# OTIP UPDATES

January 2019

## What to do if you get in a car accident



Car accidents usually occur without warning. Although you may take every safety precaution possible, the unexpected can still happen. If you find yourself in a car accident, here are some tips to keep in mind: [www.otipinsurance.com/article31](http://www.otipinsurance.com/article31)

# SOCIAL COMMITTEE

January 2019

I hope everyone had an enjoyable Christmas break and a Happy New Year.

On November 17th CUPE Local 218 and CUPE Council worked together to put a float in the Oshawa Santa Claus Parade. We had one of the largest floats which was well received by all that attended and even Santa gave us two thumbs up. I would like to thank all that came out and helped decorate the float. A special thank you to Mackie Transportation for donating the truck and trailer.

This year's CUPE Kids Santa Claus Party was once again a huge success. We had a great time watching the famous Magic Family Show with crafts, snacks and a lunch. It was great to see the excitement on the kid's faces and to be honest I think there were even a few of the parents that might have been more excited to see Santa than the kids.

Our kids were able to receive a present and picture from Santa and yes Santa even had some parents request a picture with him which he was more than happy to oblige. This year's Santa's elf was Jackie Reid, Jackie is the daughter of retired DDSB Custodian Jack Reid. A special thank you to Jackie and all the volunteers.

The CUPE kids Christmas party is very special to us in many ways. Last year we lost a very special friend and long-time Union activist. Brother Ken Wilkins was our Sergeant-At-Arms, Trustee and the Chairperson for the Social Committee. Ken was always excited when it came to the CUPE kids Christmas party and he was greatly missed this year. I found myself thinking about him, there were numerous conversations about him and his elf suit that he and his partner Robin would wear to help Santa. Needless to say there were lots of laughs and smiles.

The Social Committee will be meeting this month to start and organize this year Charity Golf Tournament. If anyone has a suggestion for upcoming Social events please don't hesitate to email us your ideas.

**Yours in Solidarity,**

**Dennis Gibbs**  
**Sue Wilkinson**  
**Natalie Melich**  
**Karen White**  
**Glen Morrison**  
**Jessica Fussco**