



FEBRUARY

NEWSLETTER 2019

MEMBERSHIP MEETING

SUNDAY, FEBRUARY 24TH, 2019 AT 7:00PM
CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY

CONTENT

● PRESIDENT'S MESSAGE	1
● VICE - PRESIDENT'S MESSAGE	2
● CUSTODIAL / MAINTENANCE - CATHOLIC BOARD	3
● CUSTODIAL / MAINTENANCE - PUBLIC BOARD	4
● CUSTODIAL / MAINTENANCE - PUBLIC BOARD - HEALTH AND SAFETY	6
● EDUCATIONAL ASSISTANTS - CATHOLIC BOARD	7
● EDUCATIONAL ASSISTANTS - PUBLIC BOARD	9
● EDUCATIONAL ASSISTANTS - PUBLIC BOARD - HEALTH AND SAFETY	11
● DISABILITY MANAGEMENT	12
● CONTINUING EDUCATION - PUBLIC BOARD	13
● OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD	14
● OTIP UPDATES	15
● SPECIAL MEMBERSHIP DISCOUNTS	17



There will be a

**DURHAM SCHOOL
EMPLOYEES ASSOCIATION
CORPORATION MEETING**

**immediately following
the General Membership Meeting.**

PRESIDENT'S MESSAGE

February 2019

Dear Sisters and Brothers,

Looks like our furry little friend Wireton Willy's prediction of an early spring was a little off the mark. Snow, snow and more snow!

Your committees attended our annual OSBCU Convention on January 29th to February 2nd, 2019 in Niagara Falls. There were over 400 School Board Representatives from across the Province in attendance. We attended classification meetings specific to the jobs we do in our workplaces as well as attended various workshops; Creating Safe & Healthy Workplaces, Cannabis in the Workplace, Understanding Mental Health to name a few. Great information we can use within our Local.

Mr. Ford and his conservative agenda was front and centre. It seems their "cost save targets" are focused on Education and Healthcare.

An announcement by Education Minister, Lisa Thompson, on January 24th, 2019 further damages our Education System. The Conservatives now want to remove caps on class sizes. The sad truth is that our children pay the price. Our Educational Assistants are currently working with anywhere between 2-7 students in the classroom when they should be working one on one.

I cannot stress enough how important it is for all of us to stand together, united for Our Children, Our Future, Our Jobs.

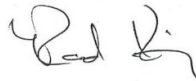
On February 1st, 2019 we received a 1% pay increase. Check your pay stubs for accuracy.

February 18th, 2019 is Family Day. Take time to enjoy this with your Family. Who knows how long we will be afforded this opportunity.

If you haven't gone to our website and filled out the online Local Proposals Survey please do so. Let us know what issues you would like your bargaining teams to bring to the table. Please keep in mind when filling the survey out that Local bargaining does not deal with anything monetary, this is done at the Provincial table.

Our next General Membership Meeting will be Sunday, February 24, 2019 at 7:00 p.m. at the Union Hall. 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
Website: www.cupe218.ca

VICE – PRESIDENT’S MESSAGE

February 2019

WSIB

TIMELY REPORTING can make the difference between having your WSIB claim accepted or denied.

WHAT IS TIMELY REPORTING? I hurt myself at work. I immediately report this to my supervisor or principal.

BUT I DON’T FEEL ANY PAIN RIGHT AWAY? You report it as soon as you realize that you are in pain. For example: You moved boxes of paper at work....that night you experience major back pains. REPORT IT THE NEXT DAY.

If you are upset, the incident has triggered an emotional response, tell your Dr. It may be he/she recommends some counselling. It never hurts to talk to someone. If it is part of the Dr’s WSIB report FORM 7 then WSIB could pay for this.

If you go to the Dr., make sure to tell the Dr. that you hurt yourself at work. That triggers the Dr. to fill out the form that goes directly to WSIB.

If you go back to work and then miss the next 2 days for the same reason make sure you go to the Dr. and make sure you tell your supervisor or principal that you missed work due to the workplace incident. If you don’t tell them, they will assume you are just off ill. It is up to the employee (YOU) to connect the dots.

DO ASK FOR HELP

With LTD applications, WSIB forms, and Medical forms if you are unsure of the process or what the forms are “asking”.

Please plan on attending the next General Membership Meeting to be held Sunday, February 24th 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

CUSTODIAL / MAINTENANCE - DURHAM CATHOLIC

February 2019

Dear Sisters and Brothers,

March break will be here before we know it. We have a P.D. day planned for Custodial/Maintenance staff, date to follow. This will be a half day morning and half day afternoon. Group 1 in the morning and group 2 in the afternoon. You will be at your school for the half day when not in the training sessions.

We have two grievances filed to date in February, one individual and a policy grievance to go with the individual grievance.

Everyone should have received the Bargaining survey in their CUPE email. Please complete this survey and submit to the local. Your input is important.

If you do not already have access to CUPE 218 email, please be sure to contact the union office (Sue Wilkinson) for your log in information for email and the members area of the website. This will be the medium used to communicate with members.

We would also like to mention that Custodians should not be doing the work of Maintenance staff. If you have a request and are unsure of these duties, please contact your SQS or a rep listed below.

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

Natalie Melich - nmelich@cupe218.ca

Sean Hebert - shebert@cupe218.ca

Dave Slater - dslater@cupe218.ca

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

February 2019

Dear Sisters and Brothers,

The Committee and I would like to wish everyone a Happy Family Day. According to Warton Willie Spring is predicted to come early this year, let's hope he is right.

As I stated in last month's newsletter, we received a 1% wage increase on February 1st which was negotiated Centrally at our last round of bargaining. With the Progressive Conservative government attacking education, I can honestly say that we are in for a fight of our lives. We know that we are facing a government who has promoted privatization, austerity and has little regard for the constitutional rights of workers or students that we serve. Regardless of what Doug Ford has professed, we know that he is not for the people and in fact we are the power in public education. I cannot stress it enough when I say we have to be ready. It is imperative that all CUPE Local 218 members have access to our Locals website and are actively viewing the website. If you are not registered, please contact Sue Wilkinson at the Union office.

Long Term Disability (LTD)

We have heard from many members the concerns that premiums for Long Term Disability are continuing to rise at an astounding rate. In some cases, these increased premiums are difficult for our members to swallow. A working group was established as part of the last round of negotiations. This group has worked continuously for the past 3 years to flush out what is needed for our members. Part of the challenge is the diversity that is seen across the province. The OSBCU has a wide array of plans, some of which are owned by locals and others that are owned by the employers, this is compounded by the fact they also have a multitude of payment methods from 100% employer paid to 100% member paid. In the fall of 2018, a Request for Proposal (RFP) was issued to providers including details of all

boards, association and union held plans represented by the working group membership, which includes approximately 55,000 individuals. The RFP has now been completed and details are being finalized.

We have 7 active grievances, 3 have been approved to proceed to arbitration. On January 28th I had 2 step II grievance meeting, wrongful termination and wrongful discipline. I am hopeful that we will reach a form of resolution but as I have commented before in prior newsletters, the Durham District School Board seems to have a practice of their way or no way.

The Board has sent out to their employees Memorandums regarding Procedure for Reporting Absenteeism and Procedure for Leaving the Building. I have been consistent through Labour Management regarding the Unions concern with these Memorandums.

*Article L27.00 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.

As I'm sure you can understand anything above and beyond is helpful when dealing with coverage. For members that have an unpaid lunch and are working alone, the Board ask that you communicate with your school office to notify them that you will be leaving the building.

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

February 2019 (Cont'd)

I have had the opportunity to meet with our National staff representative to submit proposals. Another meeting will be scheduled once I receive the survey results. If you have not filled out the survey please do so on our website.

I have received an updated copy of the Transfer list and the Acting Chiefs list. If you are interested knowing your position on the list, please send me an email with your request, I will reply with your positions.

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. When you are required to submit Medical Documentation to the Board, please send a copy to the Union office.

Yours in Solidarity,

Dennis Gibbs

Chairperson and Disability Representative

BARGAINING COMMITTEE:

Bob Montgomery
Kurt Badgley
Jamie Spencer
Dan Mills

STEWARDS:

Dan Fusco
John Allan
Tom Simpson
Jeff Goodwin
Robin Fair.

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

HEALTH AND SAFETY

February 2019

Hello to everyone, winter has finally arrived with a bang.

Please make sure you are following your safe operating procedures and if you have received a vest, also make sure you are wearing it. If you would like a vest, e-mail your supervisor to have Roger send you one.

Last thing around the winter and snow that comes with it, our duties are to ensure there is clear access to the entries that are required first, then the rest picked up as you can. Priority should be slippery floors after staff and students are in the building. Any issues with the contactors need to be documented and a copy kept.

The issue around the downloaded jobs from Maintenance to Chief Custodians is presently at the JHSC table. The 3 identified jobs are to be work ordered until a hazard identification and risk assessment can be done and any training or PPE required is provided. These specific duties are; Hanging 8 x 10 white board or bulletin boards, belt changing on the AHU units (internal belts) and Water/Glycol line filters.

I would like to wish everyone a Happy Family Day and hope you can enjoy the time with your families.

Any issues please contact me through the Union office or at gdmills67@rogers.com

“See you along the path “

Daniel Mills

905-571-7879

daniel.mills@cupe218.ca

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

February 2019

Dear Brothers and Sisters

Welcome to winter! We hope you are warm and safe. It seems winter has finally arrived and it is sure cold. We also certainly have a lot more snow than we did. With that being said, make sure you are following the winter driving Board protocol. Do your best to get into work even if it takes a long time, but show up. I have worked thirty years for this board and I only remember one day where the board closed its doors where we could stay home.

Along with winter comes “winter blues” so we want to provide you with helpful hints to help with self-care.

Resources:

- If you are feeling down or need someone to talk to either emotionally, or financially, there are counselling services that are offered through our EAP service. They can help you get started and advise you on the next steps
- SAD is an acronym for Seasonal Affective Disorder where the lack of sunlight decreases serotonin levels to a point where people feel blue or depressed. SAD lamps are a great way to combat this. Costco sells them for a very low cost in their health aisle. 15 minutes once or twice a day can help with symptoms of SAD
- Ontario also offers a free online service for people who suffer from mild to moderate anxiety/depression. It is called the “Big White Wall.” This looks like a really good website for people who need free online mental health support. Check out the video and the website. The video is on “YouTube.” Search under the heading of “The Big White Wall.” The website is below.
- <https://www.bigwhitewall.com/v2/LandingV2.aspx?ReturnUrl=%2f>

A number of you have called us with concerns that the workshop called “Interview Skills” was being offered by the board so that you would have to interview for new postings in June. Be assured that applying for postings will not change and that seniority, and/or needs of the students still applies. The workshop was offered to all board employees. This will benefit educational assistants who are of LTO status and are trying to get hired as full-time as well as those who are applying for Centralized EA positions. I attended one of the sessions and was given some helpful tips on what the Board is looking for when they do interview for positions.

There are still a number of EA's who are having difficulty with their CUPE email. If you are having difficulty, please call Sue Wilkinson at the CUPE office, and she will be happy to assist you. You can also follow these steps and have your email forwarded to your personal email so you don't miss out on any important information.

Step 1:

MEMBER PORTAL

maureen.suddard@cupe218

.....

SIGN IN

Forgot your password?

FORWARD MY MAIL

Please make sure you are filing your online incident reports. We can't help if we don't know an incident has happened. Our health and safety rep., along with myself, receive a copy of all incidents that are reported online. There are still some EA's who are filling out written tracking in notebooks, that no one ever reads, so how can we assist you!

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

February 2019 (Cont'd)

We also want to thank our members for allowing us to attend the first OSBCU on January 29 to February 2nd. We got to hear some amazing speakers, and also connect with our members from across Ontario in preparation for bargaining with the Ford government. I don't think it's any news that we have a uphill battle coming up as this government is determined to make major cuts to services so that he can privatize and help his cronies get rich on the backs of taxpayers. With that being said, your committee is determined to "Show up" and be counted. We are going to need all your support in the very near future as our contract is up in August but we need to stay ahead and push back through rallies and our voice.

Your committee cannot do it alone and neither can CUPE Ontario. We need all your voices, and your presence at rallies and protests. If we remain complacent it could mean cuts and job losses. We also don't want to lose any benefits (sick benefits, healthcare) we have gained. We have fought too long and too hard to have what we have and it's going to take all of your voices to keep it the way we have it. I have pledged to attend any rally that I can possibly go to that is not during work hours but I also need you alongside me.

Ashley Nobile (DDSB Trustee) Lori Richards and myself outside Jennifer French's MPP office supporting teachers from OSSTF rallying for "No Cuts to Education."



Your committee is also in the process of setting up a phone tree and a number of you have been contacted or will be contacted, where one person will be selected from each school representing EA's and they will set up a phone tree with you all. We will continue to update your school representative who will in turn update you all with any pertinent information especially rallies you could attend, or any updates or votes that we will need you to participate in.

We have set up a PDQ committee representing both elementary and secondary in hopes that we could have our jobs re-evaluated to hopefully move up a band. This will take time and won't come quickly, so be patient and we will continue to update you all on our progress as we move forward through the process.

We have one outstanding grievance that is at arbitration: Grievance #EA-2022-18C. which involves Bill 148. Violation of the Employment Standards Act section 42.1 – not paying causal employee(s) at the appropriate rate of pay.

In closing, I want to introduce to you the members of your committee:

Yours in Solidarity,

Maureen Cope

Bargaining Chair, Catholic Board
Educational Assistants
maureen.cope@cupe218.ca

BARGAINING COMMITTEE:

Carrie Boisvert

carrie.boisvert@cupe218.ca

Bobbi Jo Agius

bobbijo.agius@cupe218.ca

STEWARDS:

Shelagh Cauchi

shelagh.cauchi@cupe218.ca

Remember! Your committee is here if you need to reach us. You can either email us or call and leave a message at the CUPE 218 office: **905-571-7879**

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

February 2019

HAPPY 50TH CUPE LOCAL 218!

CUPE Local 218 received its Union Charter with the Canadian Union of Public Employees (CUPE) February 1st 1969! We've come a long way and have grown both as a membership and with how we operate throughout this time. Cheers to continuing building our strength and working together! Stronger Together!

UPDATE ON POSTINGS- The process has resumed for internal postings that were already out and closed. The recruitment team is working on getting them filled as soon as possible. Unfortunately the external postings have been permanently placed on hold. I explained the reasoning for the delay in last month's newsletter.

BMS IS MANDATORY- Once you have your BMS, you must take the ½ day recertification every year and within the school year. There are many opportunities on PD Place to do this, as well as on specific PD Days. If you are not up to date with your BMS training, you will not be able to move schools or be considered for postings.

SOCIAL MEDIA AND CELL PHONES- A friendly reminder to not be using/checking your cell phones when you are at work and supporting students. Save this for your breaks and lunch. Social Media- please do not have on your profile that you work for the DDSB and be extremely careful on what is said or shared.

PD- We had the PD day for Elementary EA's at the Ajax Convention Centre in January. It was a fabulous day and the 2 speakers were great. Please remember that you need to always sign up for PD sessions. The Board has been stopping those who just show up or sign up for one and show up at another. You will not be credited for the one you didn't initially sign up for and could possibly be marked as absent.

CONFIDENTIALITY- is something that needs to be upheld. Do not be discussing students or situations with anyone outside of your workplace.

OSBCU (Ontario School Board Council of Unions) – that's who we , CUPE 218-belong to, along with all 55,000 CUPE Education members across the Province.

All of the 7 bargaining Units we have between the Public and Catholic Board had members of their Committees attend the very first OSBCU Convention. There were presentations on OMERS, our Benefits, workshops and a variety of fantastic speakers. We even Skyped with one of the lead negotiators for the Teachers Union in LA and heard what they did and the success they had with their strike. It was amazing to hear how they mobilized and had the community, students and parents on their side and come out to all of their rallies supporting them. Many took time off from their own workplaces to come support them. They had 50,000 plus people at each rally they held! We need to start speaking with our Parent groups, neighbours and everyone we can to let them know what our jobs are and how important we are to the students and schools.

Read Kelly's H&S Report as she spoke about one of the other amazing speakers (Gary Direnfeld) we heard and advice he shared with us.

UPDATES FOR NEXT YEAR- I'm sorry to say but we have received no information at all yet on what's to take place for next year. Do not fall into the trap of rumours! Call your Rep. if you hear anything to find out if it's true or not.

EMAIL AND CONTACT INFO- Please share the newsletter with all CUPE members in your workplace. Have discussions and make sure that everyone is able to go on our website and access their CUPE email. We also need to make sure we have everyone's updated contact info, so if you've changed phone numbers etc, please send the information to Sue Wilkinson at swilkinson@cupe218.ca

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

February 2019 (Cont'd)

I can't say it enough....this is probably going to be a very tough round for bargaining with the Provincial Government. We need to be prepared and we need to stick together – along with our Teaching Partners.

WHENEVER ONE PERSON STANDS UP AND SAYS, "WAIT A MINUTE, THIS IS WRONG," IT HELPS OTHER PEOPLE TO DO THE SAME!

In Solidarity,

Lori Richards

Chairperson

BARGAINING REPS:

**Kelly Gainer,
Glen Morrison,
Tracey Lesperance**

STEWARDS:

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

PLEASE CONTACT THE REP/STEWARDS FOR YOUR AREA. All phone calls /emails 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.

EA AREA AND CONTACT INFORMATION 2018-19

JANUARY - JUNE

SCHOOL AREA	REP TO CONTACT	CONTACT INFORMATION
AJAX-ELEMENTARY	GLEN MORRISON (REP)	gmmorrison@cupe218.ca
PICKERING-ELEMENTARY	BRANDY TOWNSON (STEWARDS)	brandy.townson@cupe218.ca
WHITBY-ELEMENTARY	KELLY GAINER (REP) (H&S Rep)	kgainer@cupe218.ca
NORTH-ELEMENTARY	DEB KENNELLY (STEWARDS)	deborah.kennelly@cupe218.ca
OSHAWA (KEDRON PS TO WOODCREST PS-ELEMENTARY)	SUE WILKINSON (STEWARDS) (contact person for CUPE Email)	swilkinson@cupe218.ca
OSHAWA (ADELAIDE MCLAUGHLIN PS TO JEANNE SAUVE PS)-ELEMENTARY	FIL WYLIE (STEWARDS)	filomena.wylie@cupe218.ca
HIGH SCHOOLS	TRACEY LESPERANCE	tracey.lesperance@cupe218.ca

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY

February 2019

Well, we sure have experienced a lot of freezing rain and ice pellets lately. Please be aware of where you are walking - avoid icy patches, if you notice icy surfaces speak to the custodian and ask that it be salted, this ensures safety for all. Be safe - slips and falls can lead to life altering injuries.

Localized Safety Response - Have you been informed about the Localized Safety Response? This is fairly new with the DDSB and takes place when there is a need to secure a certain part of the building while a situation is being managed. In this case a Localized Safety Response may be called. This could involve creating a safe space by closing classroom doors to secure a hallway. This is different from a Lock Down or Hold and Secure where the entire school is impacted. An example would be when a student has escalated and minimizing movement in the hallway and closing doors in the area of the escalation would assist in managing the situation. If you have not been informed about the Localized Safety Response, please connect with your principal to get informed.

Student Brief - The DDSB is required to provide information, including personal information, to workers regarding a person with a history of violent behaviour, if the worker can be expected to encounter that person in the course of their work and the risk of workplace violence is likely to expose the worker to physical injury.

Student Briefs have been established to fulfill this obligation and to establish a standardized process of sharing this information with workers, when applicable.

The Student Brief Binders are located in the main office, the information is confidential and you may be asked to sign the confidentiality sheet at the front of the binder. It is your choice if you sign it, but it is only for the purpose that you understand the information in this binder is confidential information.

Gary Direnfeld - I would like to thank the membership for allowing me to attend the OSBCU conference. During the conference I had the opportunity to listen to Gary Direnfeld speak. Gary was inspiring as he spoke about student behaviours and how student behaviour has changed over time. How we all have a right to a safe workplace and that we are becoming normalized to the violence. Most importantly, he talked about advocating for your safety. Make sure you do your violent incident reports, they build a body of evidence not only for your safety but for others. He then said don't just complain, but add to the solution. So in other words, ask for a debrief, ask what is being put in place to ensure your safety? Have you seen the BSP? Do you have time to review it and understand the measures put in place to ensure safety? Does it need to be updated, if so ask for it to be done? Are there other "risk of injury students" that you should be aware of and do they have a BSP? Ask to take part in meetings regarding students, to problem solve and help find solutions. How can you communicate unsafe situations (walkie talkie) and who is on the response team? These are all questions we need to ask. **Please check out his facebook page - Gary Direnfeld.**

It is time that we stand up to the violence, report all incidents and be a part of the solution. Not only advocate for your safety, but for your co-workers and the students in your school. When dealing with student behaviours -- There is no "them" or "us" - it is "We" - Gary Direnfeld

Kelly Gainer

CUPE 218 EA Health and Safety Rep

kgainer@cupe218.ca

DISABILITY MANAGEMENT

February 2019

I hope everyone is making the best of this crazy weather, with that being said, let's see if the Ground Hog's prediction is correct.

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

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

We ask that any medical certificates or documentation you receive that needs to be submitted to the employer, WSIB or your private insurance, is also shared with the Union. We want to provide the best representation possible and by not providing this information, it prevents us from doing so. This information will be guarded in the highest confidentiality. The onus must be on the employee to provide us this information especially in regards to timelines.

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

Catholic Board:

Marion Moore

Public Board:

Marion Moore

mmoore@cupe218.ca

Jamie Spencer

jspencer@cupe218.ca

Dennis Gibbs

dgibbs@cupe218.ca

Lori Richards

lrichards@cupe218.ca

Jamie Spencer

Disability Management Coordinator

CONTINUING EDUCATION - PUBLIC BOARD

February 2019

We hope you had a refreshing holiday season and are looking forward to the rest of the school year. As we mentioned in our last newsletter, our Central Agreement with the province is coming up for negotiation. We would like to thank all of you who took the time to answer our survey questions. The information you provide will be helpful in the coming round of bargaining.

This month, our committee members had the opportunity to attend the Ontario School Board Council of Unions conference. This was a useful and informative gathering. The presentation on the Ontario Municipal Retirement Plan (OMERS) highlighted the importance and advantages of union representation. Last year amendments were proposed to OMERS. If these changes had gone through, cuts would have been made to your pension plan and your retirement benefits would have been reduced. CUPE worked with its partners to work against these changes, and in the end they didn't go through and your pension was protected.

Some of you still have your documentation regarding seniority at the CUPE office. Please contact Sue Wilkinson at swilkinson@cupe218.ca or by phone at **905-571-7879** to arrange to have these returned.

The next general membership meeting will be held at the union hall on Sunday, February 24 at 7:00. We hope to see you there.

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

OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD

February 2019

FEBRUARY 2019

When will the nice weather come? We have Family Day coming up on Monday February 18, 2019.

JOB EVALUATIONS

Just a friendly reminder that when you have an evaluation that you do not agree with, please make sure that you have a rebuttal attached to the signed copy of the evaluation. You should also contact your Union Rep. - we are here to help.

ONTARIO SCHOOL BOARD COUNCIL OF UNIONS

The O.S.B.C.U. had a Leadership meeting January 29- February 2. The purpose of this meeting is to be given information regarding the proposed new structure for O.S.B.C.U.

OFFSITE WORK

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

LABOUR MANAGEMENT

Our next Labour Management meeting will be April 2, 2019.

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 Rep.

GENERAL MEMBERSHIP MEETING

We would like to see you at the next General Membership Meeting, on Sunday, February 24 at 7:00 p.m. There are usually 4 draws at the end of the meeting for a \$25 gift card. You can be a winner just for showing up!

O.C.T. REPS

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

Secondary School Rep	Antony Nembhard	anembhard@cupe218.ca
Elementary School Rep	Allison Petty	allison.petty@cupe218.ca
Chair Person	Karen White	kwhite@cupe218.ca
Ed. Centre Rep	Liz Lyons	elizabeth.lyons@cupe218.ca

OTIP UPDATES

February 2019



Keep your heart beating strong

February is heart health month, making it the perfect time to learn more about heart disease and how you can help prevent it by living a healthier life.

What is heart disease?

Heart disease is a buildup of plaque in the heart's arteries that can lead to a heart attack, heart failure or death. Approximately 1 out of 12 (or 2.4 million) Canadians live with heart disease. However, as of 2013, the rate of Canadians diagnosed with heart disease began decreasing.

To learn more, visit www.otipinsurance.com/article33

6 Winter Activities for the Outdoor Enthusiast



One of the many things that makes Canada such a great place to live is its array of beautiful natural landscapes and the outdoor activities that they offer. Just because it's winter doesn't mean that you can't enjoy them. In fact, there are many outdoor activities that are still possible (if not better!) in the winter months. Since Canadian winters can seem to drag on forever, there's really only one thing left to do: bundle up and embrace the great outdoors.

To learn more, visit www.otipinsurance.com/article34

SPECIAL MEMBERSHIP DISCOUNTS

Edvantage Card

Your Edvantage Card gives you special access to discounts on things like car insurance, Canada's Wonderland passes, GoodLife memberships, retail purchases and more!

Don't have an Edvantage Card?
Contact Sue Wilkinson at swilkinson@cupe218.ca to request yours today!

The logo for Edvantage, featuring the word "Edvantage" in a red, cursive font.

Oshawa Tribute Centre

As a CUPE 218 member, you can get exclusive discounts for events at the Oshawa Tribute Centre! Visit the Members' Portal to take advantage of the discounts available to members.

Don't have a CUPE 218 Members' Portal account?
Contact Sue Wilkinson at swilkinson@cupe218.ca to gain access.

The logo for Tribute communities Centre, featuring the word "Tribute" in a large, bold, blue serif font, "communities" in a smaller, blue sans-serif font below it, and "Centre" in a bold, blue sans-serif font at the bottom.