



**MARCH**

**NEWSLETTER  
2019**

**MEMBERSHIP MEETING**

**SUNDAY, MARCH 24<sup>TH</sup>, 2019 AT 7:00PM  
CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY**

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# PRESIDENT'S MESSAGE

March 2019

*Dear Sisters and Brothers,*

OK! Enough of the cold weather, bring on spring!

On February 8th, 2019, representatives from CUPE Ontario and the OSBCU had the opportunity to meet with Education Minister, Lisa Thompson, to share our concerns and let her know what we do in the schools. Not surprisingly, there was a disconnect between the Minister and who we are. She frequently referred to us as teachers and janitors, which she was quickly corrected on.

The Minister spoke about the fiscal realities in the education sector but was open to CUPE's suggestions. She was clearly told that the government needs to invest in quality public education and that we will not stand for privatization in any form. Mr. Ford is now talking about merging school boards as a cost saving measure, taking the cap off class sizes, changing the strategy for funding for children with autism, and cuts to post-secondary student funding.

Brothers and Sisters, we need to stand up against this bully and fight for our rights. More information will be forthcoming as we prepare and mobilize to take this government on.

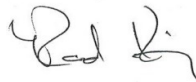
On Friday, March 1st, 2019, Brother Gibbs and I had the honour of attending the United Way of Durham Region's appreciation luncheon where we were presented with the Exceptional Achievement Award for Labour. Last year, the proceeds from our

annual charity golf tournament raised \$3000 for the United Way. I am so proud that our Local gives back to the community we live in. That being said, our 4th Annual Charity Golf Tournament will be on Saturday June 15th at Sunnybrae Golf Course in Port Perry. Mark this date on your calendar, as the flyer will be coming out soon.

Our National Staff Representative has met with the Chair-People of all 7 bargaining units preparing local proposals for bargaining; we are just about ready to go. I would like to thank Linda Merkac for all the time she has dedicated to our Local.

Our next General Membership Meeting will be held on Sunday, March 24th, 2019 at 7:00pm at the Union Office. 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

March 2019

## REPORTING VIOLENCE - FROM THE DISABILITY MANAGEMENT PERSPECTIVE

The comment section on both board’s reporting for violence is VERY important. Should you continually experience violence, we are able to use these comments when reporting injuries from a repetitive view point, i.e. stress.

Example: Simply writing the word ‘spitting’ on many reports may not be enough to prove that being spit at is stressful. However, giving more detail, such as: student continuously spat for more than an hour, had to continue to work in the same clothing, no ability to wash, etc, paints a better picture.

Example: Saying ‘Grade 4 student hit me in the stomach’ may not paint the picture. Be more descriptive and don’t be afraid to tell the story the way it went down: ‘Student is 100 lb, taller than myself, the blow HURT.’

## Paperwork – Do it

It is very important to do all the paperwork should you get hurt at work. WSIB only covers you if you report the incident in a timely manner.

NOTE: Should you get hurt at work, sometimes, depending on the injury, management can/must offer you work that meets your accommodation. However, you MUST be available to discuss this, and that means management must be able to contact you. It is your responsibility to ensure that management has a correct phone number or a way

to contact you, should you be required to attend a meeting. Failure to comply with this requirement could mean that your WSIB. benefits are cut off and your pay could be interrupted.

WSIB is no longer sending out the FORM 6 for the employee to fill out. The expectation is that YOU, the injured worker, will do this electronically from your home computer, and print out a copy for yourself. We understand that not everyone has access to a computer. If you are injured and need help with this, contact the union office at: **905-571-7879**. Remember to keep copies of all documentation that you send to WSIB, and to keep the union office informed.

Please plan on attending the next General Membership Meeting on Sunday, March 24th. It will be held at 7:00 PM at the CUPE office, 2080 Wentworth St., Whitby.

**Yours in solidarity,**

**Marion Moore**

**Vice President and Disability Rep.**

**CUPE Local 218**

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



**There will be a**

**DURHAM SCHOOL  
EMPLOYEES ASSOCIATION  
CORPORATION MEETING**

**immediately following  
the General Membership Meeting.**

# CONTINUING EDUCATION - PUBLIC BOARD

March 2019

As you are aware, we have been working on Job Evaluation for a long time. On Saturday, March 30th, there will be an important information session led by Helen Gibb-Gavel, the CUPE Job Evaluation specialist. She will outline the purpose and process of job evaluation. We hope you can all attend. You should come up with concepts ahead of time of what your specific job duties are.

The meeting will be held at the CUPE office, 2080 Wentworth Street, Whitby, from 9:00am to 12:00pm.

We ask that you RSVP by March 23rd, by speaking to one of the committee members, either by emailing [swilkinson@cupe218.ca](mailto:swilkinson@cupe218.ca), or by phoning (905) 571-7879.

On February 1st, a raise of 1% for all members came into effect. This is the last of four raises that were negotiated by CUPE in our Central Agreement with the Province. Please be sure to check that this increase was reflected in your pay stubs.

As we have mentioned previously, our Central Agreement with the province ends on August 31st of this year. Our committee continues to work on our proposals so that we can be ready when negotiations begin.

Some of you still have your documentation regarding seniority at the CUPE office. Please contact Sue Wilkinson at [swilkinson@cupe218.ca](mailto: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, March 24 at 7:00pm. We hope to see you there.

**In Solidarity,**

**Jane Batterink**

Bargaining Chair, Public Board  
Continuing Education

**YOUR 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)

# SECRETARIAL / CLERICAL / TECHNICAL STAFF

## CATHOLIC BOARD

March 2019

*Think Spring, warm sunny weather is coming soon!*

Your Bargaining Committee have the following dates booked for Labour Management meetings, April 2nd, 2019, and May 30th, 2019.

I am hoping some of the SCT members attended the Interview Training session that was offered by the H.R. Department. I believe the last booked session had to be cancelled due to poor weather conditions, and we're hoping a new date will be announced soon. All information you can learn and walk away with are the tools you will be able to use during a job interview, which will definitely come in handy for future opportunities.

We have reached a settlement for the job posting grievances that was about to go to Arbitration in April. The members will be receiving a course to attend within that field of work.

The SCT Unit on April 5th will be having a P.A. Day together for the second half of the day. We will all meet at All Saints C.S.S. for a lunch together, and will have guest speakers from Ontario Shores Centre for Mental Health Sciences joining us. There will be more information to follow if it has not already gone out before this newsletter went to print.

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 handy if called into a meeting due to your sick days.

The three (3) Unit Chairs of the SCT, E.A. and Custodian/ Maintenance have a booked meeting with the H.R. department on March 6th regarding Attendance Support Program. Details are to follow.

As everyone is aware, our Collective Agreements expire on August 31 of this year. It is going to be a difficult round of Bargaining with the Government that is in place. We are looking for members to come forward from the SCT Unit for mobilization training. We need to be fully prepared for what may be coming our way this round of Bargaining. We are asking for this, because when in Bargaining, Mike, Sandra and myself are involved in just that...Bargaining at the table with the Board. We need members to be able to step up and be educated on the different levels of preparing and mobilizing the members. Please put your name forward as this is your job and your Collective Agreement.

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 that copies are made for your own files. Please also let the Union Office know that an incident has occurred, and any following updates. We are here to assist you when required.

We hope to see you at the next General Membership meeting on Sunday, March 24, 2019 at 7:00 p.m. at the CUPE Office.

**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)

# OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD

March 2019

## Take Control of Your Future

You ask, what is my Union doing for me? You are the Union! What are you doing for yourself? By taking an interest in your Union, you are taking an interest in your future at work. It is IMPORTANT to attend meetings!

General Membership Meetings are on the 4th Sunday of the month, 8 months of the year. The day-to-day decisions of the running of the Union are brought forward for a vote by the members. Are you staying away and allowing the decisions to be made by others? As an Office/Clerical & Technical member, you have your own thoughts and needs regarding the issues at hand. If you take an interest now, you will have a better understanding of the overall workings of your Union and how it has a say in shaping your future.

Do you know the facts? Did you have a say? Do you look at the meeting notice and convince yourself your vote won't make a difference? The more members that feel this way, the more voices that are not being heard.

By attending meetings, listening to the issues and placing your vote, you are being proactive. By letting others make the decisions that you do not agree with and complaining about them later, you are being reactive. Be Proactive. Go to the meetings. Convince your co-workers to go to the meetings. Let your voice be heard. If you can't attend the meeting, ask around your school/department to see who will attend and represent your views.

Take the responsibility upon yourself to be informed. Newsletters, announcements and notices are sent to each school, and each department at the Education Centre. They are posted on the CUPE 218 web page. Take it upon yourself to be informed of meetings and their agenda. Visit the web page <http://www.cupe218.ca> for updates.

## Office/Clerical/Technical Committee Representatives

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



# CUSTODIAL / MAINTENANCE - DURHAM CATHOLIC

March 2019

*Dear Sisters and Brothers,*

We have had some enquiries on plans and progress on bargaining. The Union is still in the proposal process, and as a result, there is nothing to report at this time.

We have three grievances filed to date in March, one individual and a policy grievance to go with the individual grievance for unjust discipline. We also have a policy grievance filed for Article 14 job postings and transfers regarding a vacant maintenance position.

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.

For those of you working March break, have a safe week. A change of routine is always welcomed. For those taking vacation, have a safe enjoyable week.

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 any 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)

# CUSTODIAL / MAINTENANCE - PUBLIC BOARD

March 2019

*Dear Sisters and Brothers,*

Our Professional Development Day was on March 8th. I hope everyone that attended had the opportunity to catch up with colleagues from the past and present.

March 26th will be the last day for Friday make-up time. The supplemental make-up period is available from April 8th until May 6th. Please note that:

- All vacation days must to be finalized by December 31st, 2019.
- A maximum of two (2) changes may be made to booked vacation days.

Remainder Hours will be addressed by the Board on an individual, without prejudice and precedent, case-by case basis. Remainder Hours should only occur in rare and/or special circumstances. The Board may address Remainder Hours using solutions including, but not limited to, the following in the following order of preference:

- a. Providing an employee with a special opportunity to work the additional make-up hours necessary to equate to a Summer Friday. Such special opportunity make up hours will be credited at the straight time wage rate.
- b. Allowing the Remainder Hours from a year to be credited towards the following year's make up time. For example, this might typically occur in cases of extensive or long term absences.
- c. Allowing an employee to leave work early on a mutually agreed upon day.
- d. Remainder Hours may be paid out to an employee if no other alternative option (e.g. a, b and c above) can be feasibly applied.

For clarity, the solution used must comply with the Employment Standards Act.

Our Seniority List will be made available by March 31st. The list will indicate seniority as of December 31st in each classification.

You should have received your T4A slip by now. This slip is regarding the taxable income with regards to benefit premiums. The amount shown on your T4A slip is calculated based on the Basic Life and AD&D benefits premiums paid for you for the 2018 tax year (January to December).

We have five (5) grievances that have been approved for arbitration and have secured an Arbitrator and date for October 17th 2019 for one (1). We are in the process of securing Arbitrators and dates for the remaining.

On August 31st, 2019, our Collective Agreement will expire. We are able to submit a Notice to Bargain ninety (90) days prior to August 31st. We have collected all surveys and I have met with our CUPE National representative to organize our Proposal package. It is imperative that all CUPE Local 218 members have access to our Locals website. If you are 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. 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.**

# EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

March 2019

## Dear Brothers and Sisters

Hello again! It seems like winter is dragging on and will never end, but we know that Spring is just around the corner! Praying and visualizing a warm, sunny day - perhaps this will bring it closer faster!

I have noticed the huge fluctuations in temperatures from warm to extreme cold, so cold season is rearing its ugly head which means a lot of us are coming down with colds AKA viruses. Here are some products that work well for me.

When I first feel a cold coming on, I take the following:

- Oil of oregano drops from your local health food store – five drops under your tongue twice daily. It is horrible tasting but it's a good preventative and natural aid.
- EmergC packets – Costco or Wal-Mart sell this for daily usage when feeling a cold coming on – Costco sells them in 90 packs, but if you do not have a Costco card, Wal-Mart sells them in 30 packs. This product has over 1000 mgs of Vitamin C + other fighting properties. It is an effervescent powder dissolved in a glass of water that you drink. Take it as soon as you feel a cold coming on, as it prevents you from getting sick. I swear by this remedy.

Things to remember when using social media: Be careful what you put on your page. Do not discuss where you work or say or display anything disparaging about your place of employment AKA DCDSB. There have been cases where members have let it be known where they work and then put negative comments on their page and have been brought in for discipline. Some have even been terminated in other Boards.

Hopefully your Union Liaison at your school site has added you to his or her phone tree, either through texting or through 'WhatsApp'. This will allow your committee members to contact you quickly as things come up in bargaining, or with any other information that is pertinent to know. We can't speak enough about how hard dealing with the Ford government in

bargaining is going to be. I'm sure most of you have seen how he has dealt with post-secondary students, parents with children who have autism and the subsequent cuts to their programs. This means more work for us, so our voices have to be loud and clear, and it's going to take all of us to 'Show Up!'. He is also attacking jobs in the health sector. We have pledged our support, so if there are rallies involving those movements, please try and join them in their fight. They have pledged to stand with us and show up, so we think it's only fair that we support them in their cause.

There are a number of rallies supporting different causes, but all are in response to the Ford government cuts. I would love to attend and stand with these causes but unfortunately, a lot of them are during the work day. If some of you are staying home over the March Break and have nothing to do, why don't you show up and support these worthy causes? Here is one that is coming up on March 14th.



# EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

## March 2019 (Cont'd)

We had Labour management on February 15th, where the Board has made it clear that the Ford government may not honour the extra funding for the 8.5 EA's that were hired last year. They are requesting that if any Educational Assistants are planning on retiring in September or earlier, that you let them know as soon as possible so that we can avoid layoffs through attrition/retirement. The Ontario government has also served notice that there is a hiring freeze on, so I believe we are going to be short-staffed, as the students who had previously attended the IBI therapy program begin to enroll in our school system. Hence why we need to support those parents who are fighting cuts to the Autism program.

The Ontario Ministry of Education has also put out a CUPE violence prevention program that all employees are expected to take. There are two versions but our board is requiring us to take the afternoon of April 5th (the next PA day) to do this online training. I'm not sure whether this will go smoothly as all of us will be online at the same time and require a computer. to do this. The OSSBCU feels that the training module is not in keeping with the letter of understanding #14. Please contact us with concerns or any inconsistencies you may encounter. Please also fill out the evaluation at the end of the training so that ministry of education and/or the Board are aware.

Some of you have had issues with the "Personal Day" where a principal is requesting that you provide a explanation on how you plan on spending this paid-for leave. Some have even been denied after telling their principal. Remember! You do not have to provide your supervisor with a reason because it is your "Personal Day."

When filling out online incident reports, it has been brought to our attention that a number of you are filling out incident reports for the same incident. This is not necessary as we follow up on that report and the EA involved should be the one that fills the report out.

CUPE had a meeting with the Board where we reviewed the Attendance Management procedures conducted by the board. Previously, the first informal step was sent to your principals instructing them to have an informal visit with you to ask if you need support.

you if you need support. We have been told that this will change going forward, whereby you, the member, will receive the letter informing you that you have reached the threshold. It is then up to you to inform your principal if you have issues with stress or illness. This does not include anyone who has filed a WSIB program because that involves disability management.

I have also noticed that our newsletter has been printed and placed out on staffroom tables for all to see. Keep in mind, that some of your principals also sit in on bargaining as do Superintendent, so we don't want to give them the head's up beforehand. The CUPE newsletter is also posted online on the CUPE website but if you insist on having a paper copy, please don't leave it lying around. You can read it, sign it, and then pass it on to the next member.

The Seniority list has finally come out via the Board email If you have any discrepancies with your date of hire, feel free to let them know so they can rectify the situation.

Our next AD Hoc and Labour management will be on March 27th back-to-back. We have no new grievances at this time. We also would like to take this opportunity to wish you all a very restful, and safe March break. You deserve a break! Remember! We are here with any concerns you may have.

Maureen Cope AKA Suddard – Chairperson/Bargaining Representative

I am still having difficulty receiving CUPE email using [Maureen.cope@cupe218.ca](mailto:Maureen.cope@cupe218.ca) so if you do not hear back from me, try using [Maureen.suddard@cupe218.ca](mailto:Maureen.suddard@cupe218.ca)

### Maureen Cope

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

### Carrie Boisvert

Bargaining/Health & Safety Representative  
[carrie.boisvert@cupe218.ca](mailto:carrie.boisvert@cupe218.ca)

### Shelagh Cauchi

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

### Bobbi Jo Agius

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

# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

March 2019

AHH SPRING! Something we've all been waiting for – sunny, warmer weather!  
We hope you've all had an enjoyable Break and have had a chance to rest up.  
Check the CUPE 218 website and your CUPE email often for updates!

**COLLECTIVE AGREEMENT**- The EA CA (Collective Agreement) can be found in the CUPE 218 portal. Print it, save it and please read it. Learn what's in your Collective Agreement. The answer to many of your questions are in it.

**RUMOURS AND CHANGES**- We'll be heading into the final few months of the school year and the last thing anyone needs is panic and upset over rumours regarding your classes/jobs. The Board has started working on the process of classes opening/closing and moving. This should be the final year of the Spec Ed Review changes and will affect the last remaining changes in Elementary classes but will mostly impact the Secondary Schools. The Union has not been notified to date as to what changes are taking place and staffing for the schools has not begun. The Board is working on Plan A and a Plan B as they must wait to see what changes the Government is going to bring forth regarding the school boards. This could directly impact all timing for the allocation and staffing to each school. The usual process for placements may be delayed.

If you hear something (rumours) before the official word or notice comes from the Board, please contact your Rep/Steward for clarification.

**SURPLUS/TRANSFER LETTER**- If you would like a change in assignment and transfer out of your school, declare yourself surplus. Sharon will be sending the letter out- via email- to all EA's on April 5th and it is to be returned to her by April 12th. If you declare yourself surplus.....YOUR POSITION WILL BE GONE AND YOU CANNOT CHANGE YOUR MIND AND GO BACK TO IT.

## **CLARIFICATION ON ECE'S AND TOILETING-**

Yes, ECE's do have it in their Job Description that they toilet and an EA should not be called away from the students they are supporting to go check and see if a Kindergarten student needs to be toileted or changed. That being said, if there is an emergency or something happens beyond anyone's control (a one-off), we would go assist. The same for it happened with our students, others come to assist us.

## **DEBRIEFING AFTER A VIOLENT INCIDENT-**

Admin are required to do this following an aggressive incident involving a student as soon as possible! We need to know – Is this taking place? Admin should be checking in with you to make sure you are ok. Doing an injury assessment, providing reassurance, first aid or medical attention immediately.

There should be a review of the incident with ALL staff included.

Review the incident

- include all staff involved in the incident in the review (teacher, EAs, admin, etc)
- allow those involved in the incident to express their feelings; validate feelings
- review the triggers that led to the incident
- review what could have been done to prevent the incident
- review strategies and safety protocol and make changes to the IEP, Transition Plan and/or BSP
- is Personal Protective Equipment required; Principal to order immediately if required

The paperwork needs to be completed. Kelly (the EA H&S Rep) receives a copy of each of your violent incident reports directly. If you haven't filled it out, it's difficult for us to assist you. It needs to be documented, this is for your own protection and safety.

# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

March 2019 (Cont'd)

**Remember** –The saying is... it wasn't reported, it never happened.

Please let your Rep/Steward know if you have received a debriefing. We are also asking that you send pictures of injuries you received. We will never use names. We want to document and show the board what our members are dealing with on a daily basis.

**ACTIVISM**- As we've said, we're coming up on a tough round of bargaining, especially when dealing with the Ford Government. We've already seen a few horrible changes that affect children/students and their families. It's unacceptable and we need your support

Honestly, we are the backbone of the schools, the heart and soul and schools work because we are there! It takes a village to raise a child and we are all part of that village!

Please, speak with your families, neighbours, community members and anyone you see or meet. Let them know what CUPE does within the School Board. We are: Office, Clerical, Technical, Continuing Ed, Child Minders, Custodians, Maintenance Workers, Outdoor Education Workers, EA1 and EA2's. Attend Rallies and do whatever you can! We need to get ourselves out there and have our voices heard.

**In Solidarity,**

**Lori Richards**

Chairperson

**EA REPS:**

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

**EA STEWARDS:**

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

## 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:gmmorrison@cupe218.ca">gmmorrison@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)	<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>

# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

## HEALTH AND SAFETY

March 2019

I hope the March Break was restful and gave you some time with your families.

As the mild weather arrives, hopefully we will see the end to all of the ice. I will say that this was one nasty, icy winter. I know that I welcome the spring and look forward to some milder weather.

**Scratches and bites** - If you are scratched or bit by a student that breaks the skin, It is important that you ask your principal to complete the Parklane form (WSIB) and seek medical attention. We do not know what is under students nails and we are not informed of students medical.

**Exposure forms** - If you are exposed to bodily fluids, please fill out the WSIB exposure form. You can find this form on the WSIB website. Type 'Exposure Form' in the search window, and you will find the form. Or go to the following: <file:///dc/home/kelly/Downloads/3958A%2007%2016%20FS.pdf> Once you complete the exposure form, it can be faxed directly to WSIB. Keep a copy for yourself, send a copy through the courier to the DDSB Health and Safety Department, and also send a copy to the CUPE office.

**BSP Behaviour Safety Plans** - I have noticed on the violent incidents reports, that the box for BSP is often checked with unsure. If you are dealing with a student that has "risk of injury" behaviours, ask to see the BSP. If the student does not have one, perhaps it is time to develop one. You have a right to be informed and a right to participate in assisting with the development of the BSP and revisions.

**Debriefing** - After dealing with violent incidents, it is important to have a debrief. This allows a check in and a look at ways to prevent the incident from happening again, change behaviours and ensure safety. If you are not offered a debrief after incidents, ask your principal for one.

**Ergonomic training** - Musculoskeletal Disorders or MSDs are injuries and disorders that affect the human body's movement or musculoskeletal system (i.e. muscles, tendons, ligaments, nerves, discs, blood vessels, etc.). They may be caused or aggravated by various hazards or risk factors in the workplace, such as force, fixed or awkward postures, and repetition. Common MSDs include: Carpal Tunnel Syndrome and Tendonitis.

The Health and Safety Department has put together an online training that will be given to Educational Assistants during the next PD day on April 5th.

MSD injuries are on the rise for EAs. This training will not only give an understanding to MSD/ergonomics, but will give an awareness of ways to reduce the risk of MSD injuries. Unfortunately, MSD injuries not only affect your ability to work, but also affects your home life. Be informed, understand ergonomics and do what you can to prevent these types of injuries.

**Stay safe - stand up for your safety - it matters**

**Kelly Gainer**

CUPE 218 EA Health and Safety Rep

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

# OTIP UPDATES

March 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](http://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](http://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](mailto:swilkinson@cupe218.ca) to request yours today!

The logo for Edvantage, featuring the word "Edvantage" in a red, cursive-style 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](mailto: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 blue sans-serif font at the bottom.