



MAY

NEWSLETTER 2019

MEMBERSHIP MEETING

SUNDAY, MAY 26TH, 2019 AT 7:00 PM
CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY

CONTENT

● PRESIDENT'S MESSAGE	1
● BARGAINING PROPOSAL REVIEW DATES	2
● VICE - PRESIDENT'S MESSAGE	3
● ELECTIONS ANNOUNCEMENTS	5
● DISABILITY MANAGEMENT	6
● CONTINUING EDUCATION - PUBLIC BOARD	7
● SECRETARIAL / CLERICAL / TECHNICAL STAFF - CATHOLIC BOARD	8
● OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD	9
● CUSTODIAL / MAINTENANCE - CATHOLIC BOARD	10
● CUSTODIAL / MAINTENANCE - PUBLIC BOARD	11
● CUSTODIAL / MAINTENANCE - PUBLIC BOARD - HEALTH AND SAFETY	13
● EDUCATIONAL ASSISTANTS - CATHOLIC BOARD	14
● EDUCATIONAL ASSISTANTS - PUBLIC BOARD	16
● EDUCATIONAL ASSISTANTS - PUBLIC BOARD - HEALTH AND SAFETY	19
● OTIP UPDATES	20
● SPECIAL MEMBERSHIP DISCOUNTS	22
● 4TH ANNUAL CHARITY GOLF TOURNAMENT	23

PRESIDENT'S MESSAGE

May 2019

Dear Sisters and Brothers,

Slowly but surely, spring is coming! I'm looking forward to warm sunny days.

As we prepare for the upcoming rounds of bargaining, there will be several meetings to review Central and Local proposals. Please see attached dates and times for your respective units. As mentioned in previous newsletters, this is going to be a very tough round of bargaining.

Our OSBCU bargaining team met with the government on April 24th, 2019. CUPE made it very clear that bargaining happens at tables where employers and our Locals negotiate, not in consultation meetings with the government and they MUST respect our right to free collective bargaining. Please visit our website over the summer months for important updates.

It is with mixed emotions that our Local says goodbye to Brother Jamie Spencer. Jamie has decided to retire at the end of June and will be truly missed. His knowledge and unwavering dedication to you, the members, and our Local as a whole will truly be missed. I wish him all the best as he begins a new chapter in life.

We also say goodbye to another dedicated and passionate union leader, Sister Karen Ulrich. Karen has worked tirelessly for her members over her many years as a union rep holding various

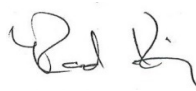
positions. Her knowledge and dedication will truly be missed. I wish her all the best in this new chapter of life.

As this will be our last newsletter of this school year, I would like to thank you all for your ongoing support. I take great pride in my role as your President and look forward to working with you and for you in the coming year. Thank you for everything you do in your roles every day.

I wish everyone a safe, healthy and fun summer.

Our next General Membership Meeting will be Sunday, May 26th, 2019 at 7pm at the CUPE 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
Website: www.cupe218.ca

BARGAINING PROPOSAL REVIEW DATES

May 2019

Proposal Review	Date	Time	Location
Central Proposal Review (For Night Shift workers)	May 23, 2019	10 am	Tosca Banquet Hall
Central Proposal Review (For Day Shift workers)	May 23, 2019	5 pm	Tosca Banquet Hall
DDSB OCT	June 6, 2019	5 pm	CUPE Local 218 Office
DCDSB SCT	June 6, 2019	7:30 pm	CUPE Local 218 Office
DDSB CM (For Night Shift workers)	June 18, 2019	10 am	Unifor Hall
DDSB CM (For Day Shift workers)	June 18, 2019	5 pm	Unifor Hall
DDSB EAs	June 24, 2019	5 pm	Unifor Hall
DCDSB EAs	June 24, 2019	7:30 pm	Unifor Hall
DCDSB CM (For Night Shift workers)	June 27, 2019	10 am	CUPE Local 218 Office
DCDSB CM (For Day Shift workers)	June 27, 2019	5 pm	CUPE Local 218 Office
DDSB CONED	June 27, 2019	7:30 pm	CUPE Local 218 Office

VICE – PRESIDENT’S MESSAGE

May 2019

What did Marion read today?

Today, I happened to read an article from the Institute for Work and Health. The title of the document was **“Workplace violence against women rising, driven by growing rates in education sector.”**

“Data from both the province’s workers compensation board and hospital emergency departments indicate that workplace violence is stable among men and increasing among women” (Institute for Work & Health).

This is in Ontario.

I am not surprised by this based on the number of violent incident reports I read on a daily basis from both school boards. I am also worried that the next report I read is going to draw a comparison between students witnessing violence against women in the workplace, and then imitating this behaviour out in the workforce or back into the home environment. In the eyes of a child – seeing another child hit, kick, bite, maim an EA on a daily basis with no direct consequences is concerning. We know as adults that the daily witnessing of violence creates unknown stressors. Our workplaces need to be safe for all. Violence against anyone is NOT OKAY. Please continue reporting.

https://www.iwh.on.ca/archive/iwhnews/iwhnews_2019_05.html?utm_source=iwhnews&utm_medium=email&utm_campaign=iwhnews-2019-05

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 when reporting injuries from a repetitive view point, i.e. stress.

Example: Simply saying “spitting” on many reports may not be enough to prove that being spit at is stressful. However, giving more detail ...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: Student hit me in stomach – giving the grade level may not paint the picture...student is 100 lb, taller than myself, the blow HURT....**don’t be afraid to tell the story the way it went down.**

A GOOD NEWS, BAD NEWS STORY

Being able to retire is a good thing. So it’s a good thing that we can wish Jamie Spencer a Happy Retirement. However, his leaving is going to directly affect everyone in Local 218. Jamie has been a workhorse as Disability Co-ordinator for our Local and it is very hard for me to imagine not having him here to bounce ideas around, and look for solutions to all the issues dealing with disability, accommodations, WSIB claims, appeals, disputesthe list goes on. We argue on a daily basis about the best practices for our members (not just about which hockey team will win the Stanley Cup). Last I checked Boston is still playing..... Leaf’s who???

VICE – PRESIDENT’S MESSAGE

May 2019 (Cont’d)

To that end though, I want to say thank-you Jamie Spencer for all your advice, mentoring, and friendship. May you have a long, happy retirement. I, and many others, will miss you. YOU have made a difference!!!!

HAPPY HOLIDAYS FOR ALL

This is the last newsletter for the 2018 -2019 school year. As we all go our different directions for the summer, please remember that the union office is open. Everyone does try to take holidays in the summer but we do have staff working.

Please remember to copy the office in on any medical you give your employer so that the union representative has the same information as the employer.

Please plan on attending the next General Membership Meeting to be held Sunday, May 26th, 2019 at 7:00 P.M. at the CUPE office, 2080 Wentworth St., Whitby.

Yours in solidarity,

Marion Moore

Vice President and Disability Rep.

CUPE Local 218

mmoore@cupe218.ca

ELECTIONS ANNOUNCEMENTS

———— PUBLIC BOARD ————

CUSTODIAL, MAINTENANCE STEWARD

Term: July 1, 2019 - December 31, 2020

OFFICE, CLERICAL, TECHNICAL STEWARD (OCT)

Term: June 1, 2019 - December 31, 2020

———— CATHOLIC BOARD ————

SECRETARIAL, CLERICAL, TECHNICAL (SCT) BARGAINING REP

Term: August 1, 2019 - December 31, 2020

DISABILITY MANAGEMENT

May 2019

It is with mixed emotions that I sit here and write my very last Newsletter. As some of you may already know, I have decided to retire effective June 30th, 2019.

The decision to retire has not been an easy decision... in fact, it has been very difficult for me as I really enjoy my role as the Disability Management Coordinator for this local. I can honestly say that I will miss coming into the office each morning and seeing what challenges await me.

By retiring, I'm hoping to have more leisure time with family and friends and at the same time, I'm hoping to stay active in the workforce utilizing my passion and my years of experience advocating on peoples behalf. I am excited to see what lies ahead.

I would like to take this opportunity to thank this local for trusting and investing in me to be your Disability Management Coordinator.

I appreciated the journey and the good people I met along the way. It has been my honour and a remarkable experience serving you.

I would like to leave this one final thought with you...

Train your mind to see the good in everything.

Positivity is a choice.

The happiness of your life depends on the quality of your thoughts.

If you have any questions or concerns regarding Disability Management, call the CUPE Office (Numbers listed below) and we will be pleased to assist you.

The Committee members can be reached through the CUPE Office.

Phone: **905-571-7879** or Toll free **1-888-571-0218** Fax **905-571-4102**

Catholic Board / Public Board:

Marion Moore

mmoore@cupe218.ca

Public Board:

Dennis Gibbs

dgibbs@cupe218.ca

Lori Richards

lrichards@cupe218.ca

In solidarity,

Jamie Spencer

Disability Management Coordinator

jspencer@cupe218.ca

CONTINUING EDUCATION - PUBLIC BOARD

May 2019

Thank you to everyone who attended the information session led by Helen Gibb-Gavel, the CUPE Job Evaluation specialist on April 6th. It was great to see so many of you there, and the workshop was very informative. This was an important step in helping us move forward in the job evaluation process. By the time you read this, the due date (May 9) for the Job Evaluation Questionnaires will have passed and we will be moving forward with the next step in the job evaluation process.

As we have mentioned previously, our Central Agreement with the province ends on August 31st of this year. Our committee has been working on the bargaining proposals specific to our unit, and we have also met with the chairpersons of the other units to finalize our proposal for the Board.

I would like to thank the members for the opportunity to attend the CUPE National Bargaining Conference held in March in Saskatoon. This was a very event of sharing and learning from other CUPE members from all over Canada.

The seniority list has been updated as of December 31, 2018 and is available on the Board and CUPE websites.

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.

Our last general Membership Meeting of the school year will be held at the union hall on Sunday, May 26 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

SECRETARIAL / CLERICAL / TECHNICAL STAFF

CATHOLIC BOARD

May 2019

Summer is coming.....

The Bargaining Committee has the last booked date for this school year for the Labour Management meeting on May 30, 2019.

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 this Government that is in place. We are still 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 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.

There are 3 grievances that have been heard at Step 1 regarding denied holidays.

As this is the month of May and Budget time within the School Board, we are expecting meetings to take place soon regarding that bad word..... BUDGET.

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 are 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.

I'd like to take this time within this newsletter to let everyone know I am retiring as of July 31st, 2019. I'm in my 30th year working here for the Durham Catholic District School Board (which wasn't the name when I was hired). And for most, if not all, of the years I was very active in the Union holding different titles such as Bargaining Committee, SCT Chairperson, Recording Secretary and also a Health and Safety Rep for the SCT Unit to the Co-Chair of Health and Safety Committee. Many changes have happened over the past 30 years and now it's time for me to move on to my next steps in life.... Retirement! Thanks to the many friendships I have made over the many years and for the experience of working with you as your Union voice.

Hope to see you at the last General Membership Meeting of this school year on Sunday, May 26th, 2019 at 7:00 p.m. at the CUPE Office.

Karen Ulrich

Chairperson

kulrich@cupe218.ca

Mike Morris

Bargaining Committee

mmorris@cupe218.ca

Sandra Ribeiro-Dantas

Bargaining Committee

sandra.dantas@cupe218.ca

OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD

May 2019

Volunteers and Casual Hours

Volunteers performing work of the OCT CUPE Bargaining Unit is not acceptable. Your job duties are paid duties and therefore anyone performing those duties deserves to be paid. If the job duties in your workplace are so demanding that the employer allows volunteers to perform those duties, your workplace needs added hours. Contact your CUPE representative if you know of volunteers performing OCT work of the bargaining unit.

Have all the casual hours at your school been accounted for this year? Use these hours! They are meant to lighten your workload.

SPECIAL LEAVE

Please be advised that we have “Special Leave Days” for very specific reasons. Our contract is different from the teachers’ contract. Our paid “Special Leave Days” are:

- 1) To attend the graduation exercise of the employee, spouse or child from a recognized course of study from a secondary school, college or university
(**note this doesn’t include elementary school or kindergarten graduation**)
- 2) To attend the birth of the employee’s child
- 3) To write examinations to upgrade the employee’s employment qualifications
- 4) To attend a funeral of a close friend
- 5) Moving to a new place of residence on the day of the move, limited to once per year

We are only allowed to use 2 Special Leave Days per year – September 1 – August 31. If you require a leave for other circumstances, you may apply for an unpaid leave of absence. This request should be in writing to Sharon Woperies and will be granted at her discretion. If you have any questions about Special Leave Days, please do not hesitate to contact your union rep before you apply.

SUMMER IS COMING!

We should be receiving an email from the Board regarding our hours of work when we stop work in June, and when we start again in August or September.

Union Committee Contacts

OCT Chairperson	Karen White	kwhite@cupe218.ca
Elementary School Rep	Allison Petty	allison.petty@cupe218.ca
Secondary School Rep	Antony Nembhard	antony.nembhard@cupe218.ca

CUSTODIAL / MAINTENANCE - DURHAM CATHOLIC

May 2019

Dear Sisters and Brothers,

We wish everyone an enjoyable May long weekend. We hope the weather co-operates and that we have a warm, sunny long weekend!

As of June 3rd, we will not have our half hour makeup time; this will be completed for this school year.

We have one outstanding policy grievance for a posting issue with a step three meeting planned. One individual grievance and a policy grievance have been settled.

Please keep in mind that if you have a request and you're not sure if it is a maintenance duty, call your SQS to verify what Custodial responsibilities are regarding requests.

Uniform vouchers have been distributed. Please keep in mind that we have until the end of May to order our uniforms from the Marks Work Warehouse store on Gibb Street.

Please check the CUPE website regularly for any updates on bargaining; the membership will be updated as information becomes available. We also ask that you try to attend any rallies to show support against the Ford government cuts; these cuts affect all of us.

Also, keep in mind that if you have been injured on or off the job, keep the Union office informed of any extended absences.

As always, please contact one of your reps below with any questions or concerns.

In Solidarity,

Brian Burd - bburd@cupe218.ca

Natalie Melich - nmelich@cupe218.ca

Sean Hebert - shebert@cupe218.ca

Dave Slater - dslater@cupe218.ca

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

May 2019

Dear Sisters and Brothers,

We are fast approaching the end of another school year; where has the time gone? May 12th is Mother's Day, and I would like to wish my Mom and all other Mom's a Happy Mother's Day!

Once again, the Custodial Maintenance Unit has done an extraordinary job. Given the work-load and the day-to-day hurdles that they have to endure throughout the school year, all should be commended on a job well done.

As we get closer to Summer Clean-up, please keep in mind the proper procedures when lifting and be mindful of Heat Stress and Dehydration.

SIGNS AND SYMPTOMS OF HEAT-RELATED ILLNESS:

- Heavy sweating
- Weakness
- Cold, pale, and clammy skin
- Fast, weak pulse
- Nausea or vomiting
- Fainting
- Headache
- Excessive thirst
- Muscle aches and cramps
- Dizziness

SIGNS AND SYMPTOMS OF HEAT-RELATED ILLNESS:

- Move to a cooler location
- Lie down and loosen your clothing
- Apply cool, wet cloths to as much of your body as possible. Sip water
- If you vomited and it continues, seek medical attention immediately and contact your Supervisor and the Union office.

With the 1.7% funding cuts and the Ford government taking the position that the Government is in a deficit because of Education employees, I'm sure we are in store for a struggle at the bargaining table.

The findings through the Ministry of Labour are transparent and show that Education workers have not kept up with inflation in over (10) ten years. June 6th is the last day for the MPP's at Queens Park, I would think between now and June 6th we will see what we will be dealing with in our upcoming round of bargaining.

It is imperative that all CUPE Local 218 members are signed up to our local's website. We will post on our website updates of ongoing negotiations between the Government and the OSBCU, and we will be organizing meetings for all members to attend to view and vote on Local Proposal's.

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

May 2019 (Cont'd)

There has been some confusion regarding the wording in the Collective Agreement when it comes to requesting a Leave of Absence.

L20.02 The Board may grant a leave of absence, without pay and without loss of seniority or occupational classification, to an employee who requests such leave, for good and sufficient cause. Except in extenuating circumstances, applications for leave of absence shall be submitted to the employee's Supervisor/Manager at least two (2) weeks prior to the commencement of such leave and an answer to an application will normally be given in writing within seven (7) calendar days.

If you are requesting a L.O.A and the Board has put any stipulations other than (L20.02), please contact the Union office.

For many years I have had the pleasure of knowing Jamie Spencer. For the past six years, I have worked with Jamie at the Union office and have been able to witness the dedication and passion that he has for the members here at Local 218. On June 30th, Jamie will be retiring and beginning a new chapter in his life. I would like to take this opportunity to thank Jamie and wish him a well-deserved retirement.

With Jamie retiring on June 30th, a vacant position has become available on the Bargaining team. Dan Fusco was the successful Steward and will commence his role as a Bargaining representative on July 1st.

Dan has held a position on the Bargaining team in the past and most recently as a Steward. At the next General Membership meeting, we will be accepting nominations from the floor to fill the position of Steward. This is a great opportunity to get involved!

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 as well.

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.**

HEALTH AND SAFETY

May 2019

Well it looks like spring has finally sprung with lots of April showers. Hopefully now we can see some May flowers colouring our surroundings. It has been nice to have the moderate temperatures up to this point because, as we all know, the heat and humidity will soon be upon us.

I hope that everyone had a chance to read my last newsletter as there was a good survey attached for you to get a base line on your working conditions. As well, there was an inquiry about access to your building and if there were any security or health and safety concerns to let me know. I can only assist you if I am aware there is an issue.

It seems the Board is full steam ahead with the new duties for Chiefs. The duties have gone through the hazard identification risk assessment (HIRA) and there will be proper training and PPE as required, as well as a “reminder poster” of the duties detail before we are to start new tasks. If you are uncomfortable in carrying out the process of any of these duties, be sure to let your supervisor know. You can request the training and proper PPE as it is the Board’s responsibility to ensure training of the task and provide protective equipment. This also applies to any new chemicals that may be introduced to the system for everyday or trail use. You must be made aware of the SDS and any possible risks.

It is hard to believe that the end of another school year is just around the corner. Plans at most schools are well under way as classroom assignments for next September are being handed out and consumables being delivered. Try to have the conversation with your admin to remind teachers not to overload recycle bins, garbage bins, and

file cabinets as this practice can cause injury and possible lost time from this injury. Remember to not overexert yourself moving any furniture. Ask for help. Again, injuries are no good for anyone and can last long after they seem to be healed.

It is also a good time to remind the admin and any staff of the non-board furniture central file memo that this furniture is not our responsibility to move or clean and should be removed. If you have issues with this, contact your supervisor and have them deal with it. When it comes to deliveries of consumables and furniture, our job starts at the front door of the school. It is the delivery company’s responsibility to get the product into the school and then our responsibility, if required, from there.

Lastly, I would like to congratulate and say goodbye to Gary Gibson, the DDSB Health and Safety Manger, on his retirement from the school board. Gary will be missed and always tried his best within his means to listen, assist, and rectify CUPE health and safety matters. With this taking place, I would like to congratulate Kerri Stewart on her new role as Health and Safety Manager from Health and Safety officer. I look forward to continuing to work with her in her new role.

If you have any Health and Safety questions or concerns, contact me at **905-571-7879** or daniel.mills@cupe218.ca

“See you along the path “

Daniel Mills
905-571-7879

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

May 2019

Hello again! This is our final newsletter of the year as summer and our layoff is close; "The Lord giveth, and the Lord taketh away!" This is also the time when we are much busier, and a time when our students lash out the most either because they know that the safe place will be coming to an end for a while, or they are outside more, or, or, or.....

With that being said, please follow your safety plans, and if those plans aren't shared with you or haven't been created, you must demand that one is in place. Especially if the student you work with is volatile at times, you need to all go together to see your principal and demand that a safety plan be created so that you and your colleagues can remain safe. Have a shared voice to look after one another. We can't always be there, so you all have to voice your concerns so that you remain safe in your job. If you are still not getting the support you need, let us know and we will be there for you!

The warm weather from spring is still slowly arriving and we have had a lot of rain. A lot of people have been coming down with the flu because of the fluctuation in temperature where bacterial growth is most prevalent. Protect yourselves by getting more rest, hand wash more and keep using the home remedies that I listed in April's newsletter. They work for me if I get to it in time. If you do get sick, I highly suggest gravol with ginger as well as popsicles to keep hydrated while recovering.

I have had the opportunity over the recent months to get out and rally in the wee hours of dawn to help and support cuts to education as well as to healthcare. One such rally I attended was to hand out fliers to commuters at the GO train here in Oshawa at 6 am. I did this as I felt this is the time to bring our voices together to stand against Ford's cuts. We will be off over the summer and while some of you will be going to the cottage or camping or whatever else, some do have jobs. I am only writing this to you to ask that you try and at least get out to a protest or rally either near

you or try to join me at Queen's Park whenever there is a call to gather. Plan for at least one, or even once a week. Remember to wear purple on Wednesdays. If you do not have purple CUPE is selling them: see Sue Wilkinson's email and order form that she sent to all the members the first week of May.

I also value our healthcare beyond anything, so it is with great trepidation that I tell you that my fears are justified. Recently, I had the misfortune to have to go to misfortune of having to go to Lakeridge Health at 11 pm on a Thursday night. While I am fine (just known as a bit of a klutz), I did sustain an injury that required immediate emergency attention. Here's the scary part; the hospital staff when taking my personal information did not request my healthcard! Instead, they requested my private insurance, "Great West Life." I was shocked and so was my husband. The cuts are real folks so if you can stand and show up whenever you can, do it and do it as soon as possible before it is too late!

Some of you have expressed concern over possible cuts and/or layoffs. We still don't have a definitive answer to this as the Board has not finished their staffing plans for the 2019/2020 school year. We expect to hear within the next week or so.

In speaking with Superintendent Janine Bowyer, I was told that the Board Budget will be released next week. The Ministry has provided a slight increase to the overall special education budget, but the Board is still awaiting the details regarding the expectations surrounding this increased money. That being said, the Board is committed to maintaining the number of educational assistants that we have in the system this year (286.5), even though the Local Priorities funding for the 9 additional Educational Assistants, was eliminated by the Ministry this year. The goal is to continue to increase the number of Educational Assistants, once the Ministry of Education receives further details about the additional funds.

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

May 2019 (Cont'd)

AT 6 am it was cold!!



The last labour management meeting of the year is on May 22nd and the last AD HOC meeting is scheduled for June 6th.

We have no grievances at this time!

Since this is our last newsletter of the school year, we would just like to take this opportunity to wish you all a fantastic summer, and pray that you remain healthy and safe!

If you have any concerns, we are here for you. Please contact us at the following:

Maureen Cope AKA Suddard
Chairperson/Bargaining Representative
maureen.cope@cupe218.ca

Carrie Boisvert
Bargaining/Health & Safety Representative
carrie.boisvert@cupe218.ca

Bobbi Jo Agius
Bargaining Representative
bobbijo.agius@cupe218.ca

Shelagh Cauchi
Steward
Shelagh.cauchi@cupe218.ca

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

May 2019

DON'T FORGET TO WEAR PURPLE EVERY WEDNESDAY!

#WE ARE THE POWER OF PUBLIC EDUCATION

We hope you all read your CUPE email and ordered a Power of Purple CUPE 218 shirt! Within your schools, take pictures of you all wearing purple whether it be shirts, pants, socks or shoes, send us the photos. We can put them up and also share them with the OSBCU. We need to stand together to protect our jobs and working conditions.

This is to be the last newsletter before the summer break so we will be giving you a few updates and reminders. Due to everything that is going on with our Board, Staffing, the Government and the Bargaining Process, we may have updates at a later date as well as throughout the summer. We will be sending you these emails to your CUPE email address. Please make sure you have it up and running. Let your coworkers know as well, including any supplies that are in the schools.

Staffing - We have been informed that the process has started. It was delayed due to the Government not delivering information to the Boards on time. We will all need to be a little patient in finding out our positions for next year. You'll need to watch your DDSB email.

The seniority list was out the beginning of April (there were 3 versions- the last one was correct) . It is on both the DDSB and CUPE 218 Portal.

As always, for any questions/concerns or issues, please contact the Rep or Steward for the Area in which you work.

CAS - This has been a bad year for members being involved with CAS. If you are requested to go home pending an investigation, please call the Union office right away. I have been asked by CAS to remind everyone that if you witness any harm to a child, it is the law that you are to contact CAS. You do not have to inform anyone that you have done this.

Supplies - you need to keep a record of your hours worked. The board will no longer look into how many hours you have worked in the school year for you. This is your responsibility.

Once again – not meaning to be rude but..... Stay off your cell phones when you are to be working with the students. Use them only during your breaks or lunch. Make sure you are working your hours -7 hours and 40 minutes (which is including your 40 minute unpaid, uninterrupted lunch) for a 1.0 and 3 hours and 30 minutes for a .5 position, unless there has been an arrangement made with your Admin. Not the SERT or Head of Spec Ed.

Admin have been watching! We have had a number of members spoken to and this starts the progression that will lead to a performance issue. Once performance is a factor, it leads to problems when you wish to go on the surplus/transfer list or apply for postings.

Speaking of job performance... Appraisals are taking place. As per the Collective Agreement Article L23.12 Evaluation of Educational Assistants Teachers, including SERTS and Department Heads, shall not discipline or evaluate Educational Assistants. The Principal or Vice-Principal is responsible for the evaluation of Educational Assistants.

Remember- The Admin are your direct Supervisors.

If you disagree with your appraisal, you will need to write that on your paper along with a statement that you will be providing a rebuttal or response before signing it. Contact your Rep/Steward if you require assistance.

If you require a Leave of Absence for any reason, you need to request it via the online process.

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

May 2019 (Cont'd)

EI – This will be the same as last year. There is no longer a code so you just apply.

Disability Management Coordinator - It is with a heavy heart in saying that Jamie Spencer is retiring. I personally have known Jamie for many years. He has been an amazing Mentor, Colleague and Friend! Jamie has taught me so much surrounding Disability Management and helping our members. I could never know or remember one half of what he knows and has done.

At times, Disability Management is a heartbreaking job but that's why Jamie has done this job and for this long. Because he CARES! He cares about doing what's right, helping members get back to work fairly and most importantly..... He cares about our members!

We will truly miss Jamie. I've actually been asking him to rethink retiring and stay with us! If you happen to see Jamie or are thinking about him and how he helped you in getting back to work, please wish him well and let him know what it meant to you having him in your corner and being your advocate!

I can't bring myself to say goodbye. It's good knowing that he will take some time off to spend with his family, friends and enjoy himself! Hopefully he'll even be able to golf a little more this summer! And as he always says....he will only be a phone call away!

It has been a very trying and stressful year for many, and EA's mental health is suffering. The reports are in the thousands and that is only from the ones who have reported, we know many have not. There needs to be a better solution in helping these students and our members.

One thing is very clear – the Government needs to provide additional Community Resources for families and students. Cutting these funds is heartbreaking and it's so unfair! We all need to be fighting back and standing our ground. Not just for the families, but our communities and ourselves.

Please make sure that you take care of yourself!

Stay in contact with the Rep/Steward for your school area!

We would like to wish you all an enjoyable summer! Sleep in, hang out with friends and family, and most of all, do something for yourself! You deserve it!

In Solidarity,

BARGAINING REPS:

Kelly Gainer, Glen Morrison, Tracey Lesperance, and Lori Richards (Chairperson)

EA STEWARDS:

Sue Wilkinson, Deb Kennelly, Brandy Townson and Fil Wylie

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

May 2019 (Cont'd)

EA AREA AND CONTACT INFORMATION 2018-19 JANUARY - JUNE

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

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY

May 2019

Definition of violent incident

- a) the exercise of physical force by a person against a worker, that causes or could cause physical injury to the worker,
- b) an attempt to exercise physical force against a worker, that could cause physical injury to the worker,
- c) a statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, that could cause physical injury to the worker.

The definition is clear that there are no mitigating circumstances - for example, the student is trying to communicate and hits or kicks you... then that is a violent incident. The question is then, why can't the student communicate his/her needs and what programming/measures can be put in place to establish a form of communication to prevent this from happening again.

Always refer to the definition when completing a violent incident. The definition is included on the violent incident report.

Stand up for your right to be safe at work. It is your Employers and supervisors responsibility to ensure a safe workplace, and it is your responsibility to inform your supervisor/employer of unsafe situations. Talk to your principal and ask what measures are being put in place to ensure your safety. If after this discussion you still do not feel safe, let your principal know.

Supervisors' responsibilities include:

- ensuring workers work in compliance with required protective devices, measures and procedures

- ensuring workers use or wear any equipment, protective device or clothing required by the employer
- advising workers of any potential or actual health or safety danger known by the supervisor
- providing workers, when required, with written instructions on any measures and procedures to be taken for the workers' protection (this would include the BSP)
- taking every precaution reasonable in the circumstances for a worker's protection

Workers responsibilities include:

- wearing appropriate personal protective equipment using/operating equipment in a safe manner
- reporting any defects in equipment to his/her supervisor or employer
- working in compliance with OHS and its regulations
- reporting any known workplace hazards or OHS violations to his/her supervisor or employer
- **knowing his/her OHS rights, including the right to refuse unsafe work [OHS Section 43(3) (a) to (c)].**

Enjoy a restful and relaxing summer!
Please do not hesitate to connect with me if you have any questions or concerns.

Kelly Gainer

CUPE 218 EA Health and Safety Rep
kgainer@cupe218.ca

OTIP UPDATES

May 2019



Preparing for Retirement? 5 Tips You Need to Follow

Are you thinking about retiring soon? As your career comes to an end and a new phase of your life begins, you want to ensure that you're prepared to make the most of the new opportunities and experiences that retirement brings.

Follow these five tips to make sure you're on track for a fulfilling retirement:

www.OTIPinsurance.com/article39

OTIP UPDATES

May 2019



I'm Moving: What Should I Do About My Home Insurance Policy?

Moving into a new home is an exciting time, but it's also a very busy time. While you start checking off the boxes on your moving to-do list, it's important to remember that your home insurance has to be taken care of well before your move-in date. Take a look at the moving and home insurance frequently asked questions below so that you can look forward to making memories in your new home, confident that you have the coverage you need.

To learn more, click here www.otipinsurance.com/article40

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 blue sans-serif font below that.



GOLF

TOURNAMENT

BENEFITTING THE UNITED WAY DURHAM REGION

REGISTER NOW!

VISIT CUPE218.CA TO REGISTER

Saturday, June 15, 2019

Sunnybrae Golf Club
1430 King St., Port Perry, ON

Join us for a day of exciting activities, golf, & get the chance to win great prizes!

- 50/50 draw & silent auction
- Chances to win a car, trophies & other exciting prizes
- Green fee, cart, lunch, dinner & games included at \$125 per person
- Complimentary swag bag for all golfers