



SEPTEMBER

**NEWSLETTER
2019**

MEMBERSHIP MEETING

**SUNDAY, SEPTEMBER 22ND, 2019 AT 7:00 PM
CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY**

CUPE218.CA  **@CUPE218**



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PRESIDENT'S MESSAGE

September 2019

Dear Sisters and Brothers,

I hope everyone enjoyed the beautiful summer. It slipped by so quickly. Thank you to all the members who worked over the summer months to get our facilities up and running - a job well done as always.

Let me start my newsletter on a good note. On August 31st, 2019, we received the final pay increase of our current collective agreement, 0.5%. Please check your pays for accuracy.

With our current collective agreement now expired, we are now in what is called an "open period." During this period, all of our language will remain in place, except Letters of Understanding (LOUs), which can be discussed without entering into formal bargaining.

At the local level, we have agreements with both employers that we will commence bargaining with once the Provincial Bargaining Team, the OSBCU, has achieved a new collective agreement.

That being said, the talks are not going well. Our team has met several times with the Provincial Team, CTA, in an effort to establish the ground rules, and it seems they cannot even come to an agreement on that. The matter is now before the Ministry of Labour (MOL), where the parties will have a mediator appointed in an attempt to help them resolve the issues.

We are up against a government that cares nothing about "THE PEOPLE" as their election platform promised; rather, they would prefer to pay down the deficit on the backs of all Ontario workers. CUPE is taking a stand!

We will not enter into concessionary bargaining. We have worked hard for decades to achieve the current working conditions and wages we enjoy today. This is why it is so important to get a strong strike mandate at our **Strike Vote meeting on September 15th, 2019**. Please see the attached notice for more information.

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

We must show this government that "WE ARE THE PEOPLE!" We need to take back our Province.

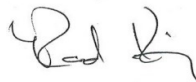
Now more than ever, it is very important that you have signed up to our CUPE website. This site is where you will get updates on events as they unfold. If you have not done so, please contact Sister Sue Wilkinson, and she can assist you with this. She can be reached by email at swilkinson@cupe218.ca or by phone at 905-571-7879.

With the anticipation of a tough round of bargaining, your local has established a Strike Committee in the event that job action is required. Out Strike Captains are Sister Robin Fair for the Public Board and Brother Eric Publow for the Catholic Board. They can be reached at: strike@cupe218.ca

We are still looking for members to fill various roles on the Strike Committee. Please contact Robin or Eric and assist them with your support.

We will be having nominations and elections at our September General Membership Meeting. Please see attached in this newsletter. **Our next General Membership meeting will be Sunday, September 22nd, 2019 at 7pm at the CUPE Office.** Please plan to attend.

In Solidarity,



Rod King
President
CUPE Local 218

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

CUPE EDUCATION
WORKERS

TRAVAILLEURS EN
ÉDUCATION DU SCFP

THE POWER OF
PUBLIC EDUCATION

LE POUVOIR DE
L'ÉDUCATION PUBLIQUE



STRIKE VOTE

JOIN US THIS SUNDAY

A strike vote will take place for our membership **THIS SUNDAY!** Join us to ensure your voice is heard!

DATE: Sunday, September 15th, 2019

TIME: 7:00 pm

LOCATION: Tosca Banquet Hall and Conference Centre

ADDRESS: 800 Champlain Ave, Oshawa, ON, L1J 7A6

Please note: The vote will concern central issues being bargained by the OSBCU only.



ELECTIONS ANNOUNCEMENTS

RECORDING SECRETARY

Term: January 1, 2020 - December 31, 2021

SECRETARY TREASURER

Term: January 1, 2020 - December 31, 2021

BY-LAWS

One Member

TRUSTEE

Term: October 1, 2019 - December 31, 2020

VICE – PRESIDENT’S MESSAGE

Welcome back to the start of another school year! The schools look fantastic thanks to our hard-working custodial and maintenance staff. We wish everyone a successful start-up.

GOLDEN RULE: If you submit a medical to the employer, please submit the same medical to the union.

Both employers invite the union to all disability meetings, and if your rep does not have the same information, it is very hard to represent you to the best of our ability.

WSIB is no longer sending out 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 the WSIB, and keep the union office informed as well.

Please keep the union informed of any changes to your personal information (i.e. phone numbers, email addresses, etc). A new phone still may mean a new phone number.

When to contact the union office:

If you have been invited to a meeting, contact the office to make sure there is a union rep going.

If you get information on your WSIB claim, remember: the union is NOT copied in on letters from the WSIB. You have to keep us informed.

If you have medical for absences, are off for any extended period of time, or need accommodations, then the union needs to be involved in your return to work.

If you have applied for a posting and don't hear anything after a week - if you get in trouble, we usually hear about that, but not your side of the issue.

If you have questions, call. It may not be the people in the office answering your questions, but they will direct the message out to the rep for your school/ area. Most of our reps' email addresses are in this newsletter. Quick emails or phone calls can often clear up misunderstandings. Don't believe rumours.

Read the President's Message for current information regarding bargaining updates.

Please plan on attending the next **General Membership Meeting** to be held **Sunday, September 22nd, 2016 at 7:00 pm** at the CUPE Office (2080 Wentworth St, Whitby, ON).

Yours in solidarity,

Marion Moore

Vice President and Disability Rep.

CUPE Local 218

mmoore@cupe218.ca

CUPE·218

DURHAM EDUCATION WORKERS

'Tis the season for Santa, Christmas Entertainment
& Holiday Cheer!



Join us at

CUPE Local 218's

Annual Children's Christmas Party!



DATE: November 30th, 2019

TIME: 11 am - 2 pm

LOCATION: Unifor (1425 Phillip Murray Ave,
Oshawa, ON)

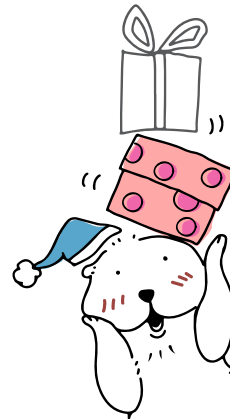
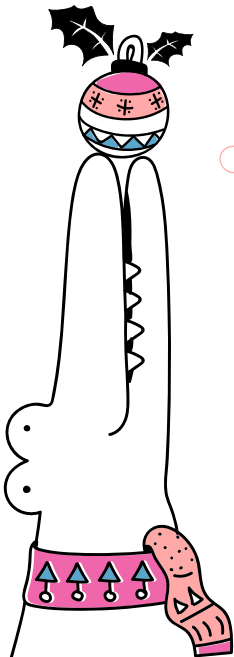
Register by **November 1st** at

cupe218.ca/childrens-christmas-party-2019

Space for this event is limited - **register as soon as possible!**



WE HOPE TO SEE YOU THERE!



**This party is for children 12 years old and under.*

***If you have any dietary restrictions, please let us know ahead of time.*

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

Dear Sisters and Brothers,

Welcome back to another school year! I hope everyone had a safe and relaxing summer and enjoyed a well-deserved vacation. Thank you to all the members who worked over the summer months to get our facilities up and running for a new school year, a job well done as always.

I have had communication with the Custodial Management regarding Letter of Intent #2 Re: Summer Hours of Work-Summer Work Schedule. The Board is working on the 2019-2020 Make-Up Hours schedule and will have it out in the very near future.

On August 31, 2019, we will receive a 0.5% wage increase; the same date in which our Collective Agreement expires. The OSBCU has been active at the Bargaining table trying to accomplish new Central language. It appears that the CTA isn't willing to bargain, which left our OSBCU bargaining team no choice but to file for conciliation.

On **September 15th** at **7:00 pm** at the **Tosca Hall**, a meeting is scheduled for all CUPE Local 218 members to attend. Laura Walton, President of the OSBCU, will present a PowerPoint to the membership regarding bargaining and will answer questions. Please plan to attend as a **Strike Vote** will follow.

With regards to possible Work-To-Rule / Strike Action, it is imperative that all CUPE Local 218 members are registered on the Local's website. This is our line of communication with the membership, which will keep you updated on all past, current and future information.

There are three grievances scheduled for arbitration in October, December and February. We are still waiting to hear back from the Board with dates regarding nine grievances, which are at Step II. These grievances range from Return to Work Process, Job Posting, Job Performance and the Over-Time Process.

At our last General Membership meeting, the floor was open for the nomination of one Steward on the Committee.

We would like to congratulate Nino Scanga as the successful applicant! Nino has been a member of the Local for over twenty years and has a good grasp of the Collective Agreement and other Statute, Codes and Acts. We would like to thank all applicants for their interest in this position.

Please remember that if you have the unfortunate experience of a work-related injury, 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.

Please read the President's Message for current information regarding Bargaining updates.

Yours in Solidarity,

Dennis Gibbs

Chairperson and Disability Representative

BARGAINING COMMITTEE:

Bob Montgomery

Kurt Badgley

Dan Mills

Dan Fusco

Stewards:

Tom Simpson

Jeff Goodwin

John Allan

Robin Fair

Nino Scanga

HEALTH AND SAFETY

It truly is hard to believe that the Summer has come and gone and Fall is just a few weeks away! Overall, it has been a good summer as we only had a handful of injuries reported by our group. On the downside, two of those injuries were critical, and we had a MOL inspector visit on one of them. I would like to wish both members a speedy recovery.

You are all probably aware of the current labour situation we are in with the government. Cuts to our sector, which may already affect us, could possibly impact our livelihoods as well. There is also an attack on our health and safety rights by the government attempting changes within the Occupational Health and Safety Act itself, which could affect workers directly by changing the way training is provided. This, in turn, will make the IRS (Internal Responsibility System) weaker. It is up to YOU to ensure one's safety, as you are the one who truly knows oneself.

It is your right to a safe workplace. There is no job or duty that should put you in harm's way from a minor injury to a possibly life-changing one. Use due diligence and report any unsafe circumstances, whether it be from increased workload or lack of proper training. Remember, you have the right to know, the right to participate, as well as the right to refuse.

On the local front, I have been attempting to communicate with the Board's Health and Safety committees about the required follow-up around downloaded duties from maintenance. The Board is to supply a laminated, coloured poster to be posted in the area that the work is to take place in for staff reference. As well, a training video should be accessible to review at any time. This has not been completed, so if you feel unsafe or unsure, request assistance from your supervisor. Schools were also supposed to receive new SOP posters with updated ergonomic procedures to assist us and our duties in hopes of reducing injury.

There have been considerable changes in the Facilities Department - mainly in the Health and Safety area. There is also a new Custodial Services Manager. I would like to congratulate Kerri Stewart in becoming the new Health and Safety Manager and welcome Mr. Jamie Betrand. I am confident that these changes will be positive and that communication with all involved will become more open. It is very important to have this foundation - especially during these times - to ensure everyone's safety.

Lastly, with the beginning of the new school year, it is important to get the issue of good housekeeping addressed now before the clutter and miscommunication happens. Good housekeeping is one of the most important issues as it affects us in so many ways from sweeping halls and classrooms, fire drills and egress, and our own work space due to lack of proper storage. Many accidents and injuries happen because of this, so please ensure your space tub rooms, mechanical and boilers are clear and organized. Have the conversation between yourselves and then the principal so that all staff are made aware of these issues. If need be, involve the supervisor so that you are all aware of Health and Safety concerns.

Just so you are aware, a workplace is as follows: "Workplace" means any land, premises, location or thing at, upon, in or near which a worker works.

"See you along the path"

Daniel Mills

905-571-7879

daniel.mills@cupe218.ca

CUSTODIAL / MAINTENANCE - CATHOLIC BOARD

September 2019

Welcome back to another school year. We hope everyone had a safe, enjoyable summer. Time goes quick during the summer months.

As of this time, we have no outstanding grievances.

Our Workload Committee is working with management on any changes to workloads in locations affected. Please contact Sean Hebert if you have any questions/concerns regarding your workplace staffing levels.

We are sure everyone is aware that we are entering a difficult 2019/20 school year with central and local bargaining on our agenda. Our members have been sent a survey; please fill out this survey as the information is important to the bargaining process. You will also see a section asking how much personal time is spent doing work duties during lunches, breaks or before and after work hours. This will all be important information as we move forward with both central and local.

If you are not registered for a CUPE email account, please contact Sue Wilkinson swilkinson@cupe218.ca at or 905-571-7879, as this will be our main source of communication.

We would also like to thank Eric Publow for volunteering to be part of the Mobilization Committee. We appreciate Eric taking on the duties of Mobilization Coordinator.

We will also have a **strike vote regarding central bargaining at Tosca hall on September 15th**. Please plan to attend. It is important to be updated on progress and the issues we are facing in the bargaining process, as well as supporting our central bargaining team.

If you are off work due to a workplace injury, please inform the CUPE Office. If you are off work for an extended period (5 days or more) due to illness or injury that is unrelated to work, we ask that you keep the CUPE Office informed also.

Please read the President's Message for current information regarding bargaining updates.

If you have any questions or concerns, please contact one of your reps listed below.

In solidarity,

Brian Burd - bburd@cupe218.ca

Sean Hebert - shebert@cupe218.ca

Natalie Melich - nmelich@cupe218.ca

Dave Slater - dslater@cupe218.ca

CONTINUING EDUCATION - PUBLIC BOARD

We hope you had time to enjoy the summer weather and are rejuvenated and ready for the next school year.

As you are aware, our Collective Agreement expired on August 31st. Be sure your CUPE contact information is up to date and that you have your password, etc. so you can log in and receive the latest bulletins regarding bargaining.

In August, a call went out from the CUPE Office advising us that it has become clear that our union and other parties are too far apart on the issues that will secure and enhance the services CUPE members provide. We were informed that a **Strike Vote** will be held on:

DATE: Sunday, September 15th, 2019
TIME: 7:00 pm
LOCATION: Tosca Hall (800 Champlain Avenue, Oshawa)

We will be voting on possible job action for both central and local issues. It is important for every member to be part of this process.

Our first day of the regularly scheduled school year was Monday, September 9th. If you attended the PD Day on September 6th, please note that this extra day is processed under supply, and therefore comes later than your regular pay.

There are some important instructions regarding SFE.

Half-time members: Because of the September 6th PD Day, your name is automatically on the daytime supply list. Therefore, you may receive supply request calls from SFE for the half day you are not working. If you do not want to be on the SFE call

list, you must block off all half days in advance on SFE.

Full-time members: Please enter any full day absences as separate morning and afternoon shifts. This will increase the possibility of SFE finding an available supply instructor.

General Membership Meetings are held once a month, usually on the fourth Sunday of the month. Our first meeting of this school year will take place at:

DATE: Sunday, September 22nd, 2019
TIME: 7:00 pm
LOCATION: CUPE Office

We hope to see you there!

Please read the President's Message for current information regarding bargaining updates.

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

Welcome back to another exciting school year! I hope everyone is well and enjoyed the time they had to spend with friends and family.

I want to thank Karen Ulrich for all she has done for us over the years. She will be missed. I have big shoes to fill since Karen retired, and I promise to do my best to represent our members and CUPE in general.

I would like to take this opportunity to introduce myself to those who do not know me. I work in the ICT department as a Technical Support Specialist, and I've worked there since 2001. Many of you will know me from my time travelling to the schools in past years as a Computer Technician; however, these days I work most frequently at my desk in the CEC.

Also in our corner, we have Sandra Dantas, and she is eager to continue fighting to represent our members. We want everyone to know that we plan to be approachable to our members and that we are here for you when you need us.

I hope everyone who attended the August PA day enjoyed it, along with the lunch and snacks provided. It helped kick off the new school year.

Our 2019/2020 Labour Management meetings are scheduled for:

- October 2nd, 2019;
- December 5th, 2019;
- February 26th, 2020; and
- May 6th, 2020.

As everyone is aware, we are into a tough round of bargaining with the provincial government. Please make sure that you have access to your CUPE 218 email address and that you have it forwarded to a personal address so you receive updates in a timely manner. If you need help accessing your CUPE 218 email address, please email Sue Wilkinson at

swilkinson@cupe218.ca for assistance.

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 (office@cupe218.ca) know that an incident has occurred, and provide any updates that follow. We are here to assist you when required; however, we can only do that when we are informed.

If you are putting in a vacation and/or leave request, please CC myself or the office so that we are kept in the loop should we need to follow up with it later.

Make sure to take your breaks and lunches every single day. You deserve them, and you have the right to them. It also never hurts to take them away from your desk for a little peace and quiet.

Remember, this is not my union or your union, but it is OUR union. We all need to participate in it in order for it to be as strong as possible. Please do your best to make it to our meetings - especially the ones related to negotiations. We need to show the government and our employer that we speak loudly and with one voice.

Please read the President's Message for current information regarding bargaining updates.

I hope to see you all on September 15th for the Strike Vote at Tosca Hall. I also look forward to seeing you all at our first regular meeting of the 2019-2020 school year on Sunday, September 22nd, 2019.

Mike Morris
Bargaining Committee
mmorris@cupe218.ca

Sandra Ribeiro-Dantas
Bargaining Committee
sandra.dantas@cupe218.ca

OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD

Welcome back to the start of another school year!

This is a very busy time of year, and this is a reminder to all OCT members that you should be taking lunch and breaks. I know that we all want to be on top of everything and sometimes we give up our breaks and lunch hours in order to get our work done. The reality is, if you can't do your work in 7 hours, you need to speak to your principal about being paid overtime or bringing in casuals to help. This is a very stressful time of the year and it is important that we look after ourselves. Your mental and physical help are important. If you have any concerns or questions, please contact your Union Reps.

Personal Contact Information

It is a bargaining unit member's responsibility to update the Board and the Union with respect to any changes to personal contact information; including but not limited to current residential address and primary phone number. If you have moved or made any changes to contact information, please contact Sue Wilkinson at swilkinson@cupe218.ca or 905-571-7879.

Supervision

In no case shall general student supervision be assigned to a classification or position in this bargaining unit.

Email

Our Collective Agreement expired August 31st, 2019. It is your responsibility to make sure to check your CUPE emails for any updates that will be happening regarding bargaining; this is the only way we have to communicate with all of our members. If you don't have a CUPE email

address, please contact Sue Wilkinson at swilkinson@cupe218.ca.

Labour Management

If you have any issues or concerns related to the workplace, you can contact your union rep. and we can bring the issues up at Labour Management. We usually meet every other month starting in October.

Transfer List (Open Sept. 1-30)

If you think you might be interested in moving this year, or you are curious about what OCT positions may become available but will not be posted (i.e 5th postings), then you must add your name to the Transfer List. The 5th posting goes to those on the Transfer List before being posted externally. Your application stays active until September of next year. In your application, you designate the wage group, type of position, and the geographic area you are interested in working. When a position is referred to the Transfer List, you are contacted, however, you are not obligated to apply. To add your name to the Transfer List, apply on-line through the Staff Intranet, "Quick Links" drop down menu, "Transfer List". You have until the end of September to complete the on-line process.

If you have any questions about Special Leave Days, please do not hesitate to contact your union rep. before you apply.

Please read the President's Message for current information regarding Bargaining updates.

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
Board Office	Lee ann Finlay	lfinlay@cupe218.ca

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

Dear Sisters and Brothers,

Welcome to the new school year! Sadly, summer flew by. Now, we are back to working with the students who depend on us. We hope you had a restful, relaxing time off as this year will prove to be difficult.

Unfortunately, as we all know, it is a bargaining year and this government has made it clear that it is going to be a challenging one. I was busy over the summer in preparation for bargaining and did attend an OSBCU Leadership Meeting to get information and to see what our next steps will be on behalf of you all.

I'm praying for us, but barring divine intervention, we shall have to stand up and show up; we must prove to this government that we mean business and will not accept cutbacks or job losses. Your Bargaining Committee, both locally and provincially, will need your support in these challenging times, so please attend any information meetings and votes that you can. The more members that show up will go a long way in proving to this government that we mean business. We, as your committee, cannot do it alone or without you.

Strike Vote meeting details are as follows:

Date: Sunday, September 15th, 2019

Time: 7:00pm

Location: Tosca Banquet Hall and Conference Centre

Address: 800 Champlain Ave, Oshawa, ON

Our CUPE Local 218 Mobilization Team is also looking for strike volunteer recruits to be Strike Captains or Co-Captains to support our frontline picketers. If you are able to assist, please email to strike@cupe218.ca, and you will be given dates available for training.

Health and Safety

REMINDER: Please continue filling out and sending the online Violent Incident Reports.

If you are injured, receiving medical attention or first aid, you must also fill out a Workplace Incident Report with your supervisor/principal. Please check off injury/first aid at the very minimum. If you fill out a Form 7 with your principal, make sure you mark it down as aggression. A copy of each report is sent to the CUPE Office and forwarded to Carrie Boisvert, your Health and Safety Representative. Also, the online Violent Incident Reports are only to be used for incidents involving students, and not for conflicts with your colleagues.

If you are new or you haven't signed up for your CUPE email address, please contact Sue Wilkinson at swilkinson@cupe218.ca or 905-571-7879.

Please read the President's Message for current information regarding bargaining updates.

Remember, if you need us, we are here; you can contact us through CUPE email or call the CUPE Office if you have any concerns or questions.

Have a fantastic 2019-2020 school year!

In Solidarity,

Maureen Cope - maureen.cope@cupe218.ca

Bargaining Chair, Catholic Board

Educational Assistants

Bargaining Committee

Carrie Boisvert - carrie.boisvert@cupe218.ca

Bobbi Jo Agius - bobbijo.agius@cupe218.ca

Steward

Shelagh Cauchi - shelagh.cauchi@cupe218.ca

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

Welcome back!

We hope you all had a great summer and took time to relax and have some fun with family and friends!

The OSBCU has been in Bargaining for a number of days throughout the summer on our behalf, trying to get the best deal possible with the Government. Anything that relates to money items is bargained at this level.

So far, this has been a challenging task, but one our OSBCU Bargaining Team are prepared to take on. We need to stand strong together and support our teams, as well as our other Union Education Partners (ETFO and OSSTF) as we are all going through the same struggles - protecting our jobs and student's futures.

Our Collective Agreements are still in effect (except the Central portions where actual expiry dates were in them) until we have bargained and ratified a new Central and Local one.

**Check your emails for the updated information and reminders that were (or will be shortly) sent to all Public Board EA's CUPE email address.*

Please note – Many of our members were unnecessarily involved with CAS last school year. Be very aware of how you are working with students and don't be using 'hands on' with any students unless you have been directed to and there is someone else there with you. Having to go through the process with CAS is emotionally devastating to many and can take quite a while until you are back at work.

Working Hours and Supervision/Duty:

1.0 or Full Time EA's/Outdoor Ed are to work 7 hours and 40 minutes.

7 hours includes 2, ten (10) minute paid breaks with a 40 minute uninterrupted unpaid lunch.

LTO's for 1.0 EA's/Outdoor Ed are to work this same schedule.

.5 or Part Time EA's work 3 hours and 30 minutes. This includes 1 ten (10) minute paid break.

LTO's for .5 EA's work this same schedule.

A supply covering for a full time EA/Outdoor Ed will work 6 hours and 15 minutes with 2 ten (10) minute paid breaks, plus a 40 minute uninterrupted unpaid lunch (total: 6 hours and 55 min).

A supply covering a part time EA will work 3 hours, 7 1/2 mins with 1 ten (10) min paid break.

Within our CA we can do up to 60 minutes of General Duty (we do not do parking lot duty – this is dangerous.) Any other duty is to be with the students we work with/support on a regular basis.

Below, you will find the chart for your school area and contact person. Save it or print it out for your reference.

Please make sure all EA's, Supplies and other CUPE members you work with or meet are checking the CUPE Website and their CUPE 218 email on a regular basis. Please note that your CUPE 218 email can be forwarded to your personal email address.

We no longer have EA Liaisons in the schools as every member does have a Local 218 email address and is able to access our website. If you have any questions/concerns, you need to contact the Rep/Steward assigned to your school.

If you have not accessed your email yet, forgot your password or are having problems, contact the office and speak with Sue or email her at swilkinson@cupe218.ca

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

(Cont'd)

Please read the President's Message for current information regarding Bargaining updates.

In Solidarity,

Bargaining Reps

Kelly Gainer, Glen Morrison, Tracey Lesperance and Lori Richards

Stewards

Sue Wilkinson, Fil Wylie, Deb Kennelly and Brandy Townson

Public Board EA Area and Contact

Please contact the Rep or Steward for your Area School via your CUPE email address.
We are not to use the DDSB email for any Union business.

SCHOOL AREA	REP TO CONTACT	CONTACT INFORMATION
AJAX-PICKERING ELEMENTARY SCHOOLS	BRANDY TOWNSON (STEWARD)	brandy.townson@cupe218.ca
WHITBY-ELEMENTARY SCHOOLS	KELLY GAINER (H&S AND REP CONTACT/REP)	kgainer@cupe218.ca
NORTH-ELEMENTARY SCHOOLS	DEB KENNELLY (STEWARD)	deborah.kennelly@cupe218.ca
OSHAWA ELEMENTARY (KEDRON P.S. TO WOODCREST P.S.)	SUE WILKINSON (STEWARD AND OFFICE CONTACT FOR CUPE EMAIL, BENEFITS AND OTIP)	swilkinson@cupe218.ca
OSHAWA ELEMENTARY (ADELAIDE MCLAUGHLIN P.S. TO JEANNE SAUVE P.S.)	FIL WYLIE (STEWARD)	filomena.wylie@cupe218.ca
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EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY

Welcome back to a new school year, I hope that everyone has had a restful summer break and time well spent with your families. I am looking forward to a school year that moves forward to resolve unsafe situations that ensures a safe and healthy workplace.

Violent Incidents and Reporting

Last year, we had over 3000 violent incidents reported. I hope that the needed safety measures are put in place for “risk of injury students” to lower this number for the 2019/2020 school year. It is important to always report after dealing with a violent incident; remember the saying, “if you don’t report it, it never happened”.

Reporting allows time to review the incident and put safety measures in place. Debriefing is important

after dealing with a violent incident, it gives the opportunity to check in to ensure everyone is okay, revise the behaviour safety plan and look at next steps to ensure safety for all

As you have been informed by the DDSB, there have been a few changes to violent incident reporting. Violent incident reports are still located on “Employee Self-serve”. Now on the right side you will see - HRP link (forms online). Once you complete the form you will notice at the bottom there is a link for the safe schools form. Click on the box for the safe schools form and you can fill out the form and submit both at the same time.

Below is the DDSB reporting chart to help guide you when reporting incidents.

	Employee Violent Incident Report (OSHA)	Safe Schools Incident Report (PPM 144/145)	Accident (Injury) Report-Parklane
EXAMPLE 1 Student physically harms another student		X	
EXAMPLE 2 Student physically harms another student	X	X	
EXAMPLE 3 Student physically harms you and causes injury	X	X	X
EXAMPLE 4 Student verbally threatens to harm you	X	X	

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HEALTH AND SAFETY (Cont'd)

	Employee Violent Incident Report (OSHA)	Safe Schools Incident Report (PPM 144/145)	Accident (Injury) Report-Parklane
EXAMPLE 5 Student uses offensive language towards you but does not threaten any harm		X	
EXAMPLE 6 A parent or member of the public threatens to harm you	X		

If you are injured at work and the principal tells you to go to the clinic and then come back, but you feel that you can't return to work, let your principal know. You can say: "I am going to the clinic and then I will be going home to take care of myself".

Sexual Assault

CUPE has worked with the DDSB to ensure that sexual assault is responded to immediately. If there is a situation where a student verbally or physically assaults you with sexual intent, you need to report this to your principal immediately. The principal will contact their assigned educational officer for guidance. I will also be contacted so that I can offer support needed from CUPE. If the police are not contacted from the school Admin, then you have the right to contact the police yourself to report the incident.

Safety

Please remember these steps if you ever feel unsafe at work.

1. Its starts with you; take measures to ensure your safety:

- Review and follow the BSP -If you are unsure if there is a BSP then ask
- Practice BMS holds
- Stretch before you start your day - warm up your muscles/joints
- Mind your proximity - maintain an arm's length away when possible
- Give students the time needed to be compliant
- Call for support when dealing with an unsafe situation

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY (Cont'd)

2. Communicate with your principal about any unsafe situation. It is your principal and the DDSB responsibility to put measures in place to ensure your safety. Principals can't help you if they don't know that there is a problem.

3. Connect with the union after you have discussed the unsafe situation with your principal, if safety measures have still not been put in place.

DDSB H&S Page - Staff Portal

Have you checked out the Health and Safety page on the Staff Portal? This page is a source of information. Take a moment to become familiar with this page.

- EA GO TO Guide tab
- Shop Safety / Science Safety
- Infection Prevention and Control
- Workplace Violence
- E-news (this is new - check it out!)

And so much more!

Wishing you all a SAFE and HEALTHY year.

Kelly Gainer

CUPE 218 EA Health and Safety Rep

kgainer@cupe218.ca



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

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, stylized font where the "E" and "d" are connected.

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, with "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.