

The Power of
PURPLE

CUPE·218
DURHAM EDUCATION WORKERS

OCTOBER

NEWSLETTER 2019

MEMBERSHIP MEETING

SUNDAY, OCTOBER 27TH, 2019 AT 7:00 PM
CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY

CUPE218.CA  @CUPE218



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PRESIDENT'S MESSAGE

October 2019

Dear Sisters and Brothers,


Due to job action, I was unable to submit a formal newsletter; however, I do have a few important things to let everyone know.

I would like to tell you, the members, that I am so proud to be your President. The way you all came together and mobilized was nothing short of spectacular, and I can't thank you all enough for making our Local stand out as a leader in the province.

There will be more information regarding the tentative agreement and ratification vote soon. If you do not have your CUPE email set up, please contact Sue Wilkinson (swilkinson@cupe218.ca). Information regarding the ratification vote will be sent to your CUPE email.

Our next General Membership meeting will be held on **October 27, 2019 at the CUPE Office, starting at 7 pm**. 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**

CUPE EDUCATION
WORKERS



TRAVAILLEURS EN
ÉDUCATION DU SCFP

THE POWER OF
PUBLIC EDUCATION

LE POUVOIR DE
L'ÉDUCATION PUBLIQUE

RATIFICATION VOTE

JOIN US AS WE VOTE TO RATIFY
OUR CENTRAL AGREEMENT!

DATE: Thursday, October 24, 2019

TIME: 9 am - 11 am (evening shift workers) OR
11 am - 1 pm (evening shift workers)

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

ALL OTHER MEMBERS

DATE: Thursday, October 24, 2019

TIME: 7 pm - 9 pm

LOCATION: The Embassy Church
(416 Taunton Rd. W, Oshawa, ON)

VICE – PRESIDENT’S MESSAGE

October 2019

Baby, it’s cold outside! Well, cold enough for snow tires, mitts, hats, snow scrapers, foot wear that actually has treads on them, etc. We could be Manitoba with the strange weather that has crippled the province! Our cool temperatures are the warning shots “Mother Nature” has given us to get our “winter act” in gear. The white fluffy stuff is beautiful, but remember, many times under that brilliant white lies the dreaded ICE.

Slips, trips, and fall season is almost upon us, and no matter how hard our custodial staff work, there is never enough time, ice melt or shovel power to keep everything pristine. Take the necessary precautions for your own personal safety. No one wants to be laid up for any reason, but especially if it can be avoided. **DO NOT BECOME A STATISTIC in the ACCIDENT REPORTS!**

HOWEVER, if you do suffer an accident or violent incident, remember - report, report, report; let the union office know, and keep us up to date with all the paperwork you submit to the Board, WSIB, etc.

STRIKE AVERTED DUE TO YOU, THE MEMBERS!

WELL DONE!

On the strike preparation front, special thanks to Eric Publow and Robin Fair who whipped us into shape; Sue Wilkinson who worked tirelessly on the web mail front; all the Chair people who answered the unending questions, attended meetings, and gave up time for conference calls; the people who made signs; and all the other volunteers for strike training, driving, etc. Remember, the job isn’t done until we have local agreements for all bargaining units!

COME OUT TO THE RATIFICATION VOTES THAT WILL BE ANNOUNCED SOON.

Congratulations to Sue Wilkinson and Ramona MacDonald who were acclaimed to their positions as Secretary Treasurer and Recording Secretary on Sept. 22nd, 2019.

Please plan on attending the next General Membership Meeting to be held **Sunday, October 27th, 2019 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

CUSTODIAL / MAINTENANCE - CATHOLIC BOARD

October 2019

We would like to thank all members for their support during the recent difficult times; it is appreciated. We are also aware that refusing work is not a natural response for our Custodial/Maintenance, and it can be a difficult response.

For the most part, the DCDSB was supportive of our decisions. It was understood that our issues are with the province, but unfortunately, the DCDSB is in the middle of this labour unrest. Some concerns raised were that we will still need to work with management after this is sorted out, and members were worried about repercussions. This should not be the case, and we would like any issues reported to us if you encountered problems. With that being said, we didn't anticipate any issues.

I personally would like to thank our committee for their support; it has been busy, and their help in dealing with issues is appreciated.

One of our main issues in central bargaining is job security. I'm sure we can all agree that this is also a main concern at the local level. This is one of the main reasons that we moved to job action despite what was being said in the media.

For example, the province wanted the option to be able to reduce the compliment in any of our units and use that compliment in another unit where they feel it is needed. For example, if more EAs are needed in the system, the province wanted to reduce the amount of FTE in another unit to help in the shortfall of the EA unit - or vice versa, also including SCT unit in the equation. This is our job security issue and a large part of what we are opposing. Your support is and has always been appreciated.

If you have any questions or concerns, please contact a rep listed below.

In solidarity,

Brian Burd - bburd@cupe218.ca

Sean Hebert - shebert@cupe218.ca

Natalie Melich - nmelich@cupe218.ca

Dave Slater - dslater@cupe218.ca

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

October 2019

Dear Sisters and Brothers,

Welcome to October!

I see that fall is coming, and soon, it will be winter. Temperatures will continue to fluctuate as we move from fall to winter, and we know that our students do not always stay home when they are ill, which usually compromises our health (meaning viruses will arise). Take preventative measures so you can remain healthy.

- Wash your hands or use hand sanitizer (as the kids we work with usually show up with colds and never stay home).
- Take home remedies, such as “oil of oregano” drops or EmergC packets, when you are feeling the first effects of a virus. Costco sells them in 90 packets, and usually, it only takes 3 or 4 at one packet a day to slam that virus out; this also usually helps with cold sores when you first notice one coming in.
- If you are over 50 and haven’t had Shingles yet, please get the vaccine. Take it from me; my physician asked me to get the shots last fall, and I ignored her. As you recall, I got Shingles last March Break.

We want to take this opportunity to thank all of you for standing strong during the work-to-rule tumultuous time. I know it was difficult to not want to help anyway you can.

Please keep up with information on our EA WhatsApp. Each school has a liaison that gets information from your committee and then shares it with you. If your school does not have a liaison and has not been added to our WhatsApp, please let us know so we can rectify this.

Health and Safety

Our health and safety officer for CUPE 218 and the Board is Carrie Boisvert. I want to personally congratulate her on being elected for that role when Karen Ulrich, who served for many years, retired.

We are lucky because Carrie is still our bargaining representative! Yay us! On that note, please continue to file online incident reports involving our students so that WE, your committee, can see them. Remember to check off “First Aid” at the very least. We are noticing that EAs are being bit, scratched and punched, and they are marking off NO INJURY. At the very least, it would be INJURY FIRST AID. This generates a parklane report, and Maureen Lecourt is notified.

When reporting an absence, continue to report on the SFE with the board and check off for a supply. The directive from the OSBCU is for smaller school boards that do not have online reporting. Remember - you want a supply so that your students are covered, and we don’t want our Board that has (so far) supported us through these tumultuous times to be upset.

We have no grievances at this time. We also like to take this opportunity to wish you all well during these times!

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

SECRETARIAL / CLERICAL / TECHNICAL STAFF

CATHOLIC BOARD

October 2019

I'd like to start off by wishing everyone a happy belated Thanksgiving. I hope it was enjoyable for you and yours. I know it's been a tough start to the year for everyone, but let's hang in there together.

I would like to welcome our newest member of the committee who was sworn in at last month's membership meeting. Please welcome Jennifer Del Gatto. She becomes the 3rd member of our SCT Bargaining Committee, and unfortunately for her, we are making her hit the ground running.

We had to cancel our October Labour Management Meeting due to the ongoing job action, but hopefully, we will be able to reschedule it after things return to normal.

We have a federal election coming up this month, so please do some research and get out to vote.

Please ensure you have access to your CUPE 218 email address; if you do not, please contact Sue Wilkinson at swilkinson@cupe218.ca.

Thank you all for staying strong during our work-to-rule campaign. I know there were some people who felt pressured by their administration, but overall, I believe we came through stronger than when we started. With luck, by the time you have read this, we will be through the worst, but on the chance we are not, remember what we are fighting for. We deserve proper sick leave, job security, and fair compensation. We are not the cause of the government's problems, and hurting us cannot be the solution.

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** (office@cupe218.ca) know that an incident has occurred and any updates following. 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 on it 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.

Our next membership meeting is scheduled for **Sunday, October 27th, 2019 at 7:00 pm.**

I hope to see you there!

Mike Morris
Bargaining Committee
mmorris@cupe218.ca

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

Jennifer Del Gatto
Bargaining Committee
jennifer.delgatto@cupe218.ca

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

HEALTH AND SAFETY

October 2019

Hello to everyone! As we get back to normal after our job action, please be mindful of your working pace, and try not to take too much on at one time.

This time of year, outside duties increase as the leaves are falling; when collecting, be sure to use caution and watch for possible sharps. Wear the canvass gloves that can be ordered through Swish. Also, as I'm sure you are aware of the daylight times changing, keep an eye on your outside light to ensure everyone's safety.

Workplace inspections are well under way. Please be sure to inspect all areas of the building and grounds; these include the roof tops and also the equipment we do our daily jobs with. If your equipment is in disrepair, request new as the old and outdated equipment can lead to extra work, stress and injuries - mainly ergonomic.

When it comes to cleaning product in our schools, please continue to identify that it is the principal's responsibility to make sure it is removed. I would suggest that a SDS sheet be stored nearby should anything happen before it is removed. This is a last resort for showing your due diligence. If there are issues not being dealt with from your inspections, advise your supervisor and have them have the discussion. I have been assured that this procedure will take place. When it comes to issues that require a work order and the work order is canceled, please let me know so I can follow up, especially when it comes to roof-top items; this is a part of our job, and these items should be fixed or removed, or we should be refusing until it is corrected. Issues that are identified as possible accessibility problems can also be reported to Neil Maki of the Ability Management Department.

Lastly, as the winter approaches, we should be proactive in determining snow removal areas that are priority. Have the discussion with the principal and head of daycare, so that it is known what is to be expected. You are only one person, but we want to ensure safety of all. When this is agreed upon, it can be passed on to parents and staff.

If any questions, please contact me at the following, and I will be more than happy to assist you.

905 571-7879 or daniel.mills@cupe218.ca

“See you along the path “

Daniel Mills

CUPE 218 Custodial/ Maintenance

Certified Health and Safety Representative and Facilitator

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

October 2019

Dear Sisters and Brothers,

The Committee and I would like to wish everyone a happy belated Thanksgiving and a safe Halloween. In my September newsletter, I had mentioned that the OSBCU has been active at the bargaining table, trying to secure a fair and reasonable Collective Agreement. I am disappointed to say that there had not been much movement until October 4th, 5th and 6th. This would not be the fault of the OSBCU's bargaining team, but the fault of the government in power. The Progressive Conservative government continues their attack on us and our children.

Because of lack of progress at the bargaining table, the OSBCU had given notice to strike. Stephen Lecce, Minister of Education, has continued to avoid answering questions around what has led CUPE to take this action. Mr. Lecce has repeatedly danced around this question and has only responded with "it's about sick time." I can attest that, when it comes to Education Support Workers, absenteeism is a small drop in the bucket. From day one, our focus has been job security, benefits and reasonable sick time.

On **Sunday, October 6th**, the OSBCU announced that a tentative deal had been reached with the government and the CTA. There will be a ratification vote scheduled later this month for all members to attend. You will hear what is contained within the tentative offer, and a vote will follow at the end of the presentation.

I would like to take this opportunity to thank everyone who volunteered to be strike captains. The solidarity that was shown by all was amazing. We had an enormous amount of support from the public and both school boards.

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

CONTINUING EDUCATION - PUBLIC BOARD

October 2019

By now, you should have received notification from our local President, Rod King, that a tentative central agreement has been reached.

Thank you to all members who supported the union during the bargaining process. It is important to check your CUPE email and the CUPE website regularly so that you are up to date regarding the ratification date.

We are happy to report that we have three representatives for future job evaluation. Thank you to Darlene Sasseville, Maha Balasundaram and Dorothy Tse for being willing to serve in the job evaluation process.

General membership meetings are held once a month. We hope to see you at our next membership meeting on **October 27th at the CUPE Hall.**

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

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

October 2019

This newsletter is just going to speak about what has taken place lately surrounding Central Bargaining. There will be an email coming out shortly (just finishing the final pieces) with reminders, tips, etc. We wanted to get the first school month completed to see what issues popped up to remind people of, but then we went right into work-to-rule (WTR). It was amazing to see what EAs were doing in their positions that they shouldn't have been. I will be having a discussion with the Board to address these items.

WOW! Our EA Committee is over-the-moon excited, and we want to send a big 'THANKS' out to you all! I have been with the Union for 30 years, and we have never had such support and participation! It was just fantastic to see how many EAs/Outdoor Eds made sure they had their CUPE email set up and came out to the Strike Vote. It was the largest turnout ever!

Work-to-rule brought with it many challenges and signs of solidarity! I would first like to apologize to those who didn't receive an email or callback! With Supplies, our group comes in around 1,400. I honestly could not keep up, and some received their replies after midnight, very early in the morning, or on the weekends. I was able to receive extra help with Tracey Lesperance coming in to assist me, and I thank her tremendously for that! It was a big learning curve, and we now have a plan on how to manage that piece more effectively if we are ever in that situation again.

We had a conversation with the Board prior to starting WTR and told them that we would never do anything to put either staff or students' health and safety at risk.

The Board worked very well with us during the WTR piece as they knew we weren't fighting against them, but rather the province's cut-backs and concessions. The Board feels the cut-backs as well and knows the situation we are all in. Whenever a big issue came up, we called them or they called us, and we worked together to come up with a solution.

Yes, there were some Admin, Teachers and EAs who either didn't work with us or support the work-to-rule; but overall, it went quite well.

It was so nice to hear our members saying how supportive their Teachers and Admin were and what it meant to those being able to take their breaks and, in some cases, lunch together. I would really like to hear about the positive items and show of support that took place from the Teachers and Admin in your school, as well as any pictures that you have. I would also like to hear from those who didn't have a great experience and what took place. It's important to have both sides for moving forward. Please email me with both the good and bad.

As for the amount of participation in being prepared to strike, so many of you volunteered to assist in many ways! From being mobilizers, making signs, being on flying squads, doing deliveries, taking picket captain training and taking on a number of different jobs, you were all amazing!! We can't thank you enough! This shows that we can and will be ready if there's a next time. It truly was heartwarming and just completely awesome to be part of this fantastic team of EAs/Outdoor Eds that we belong to. You should all be very proud. Next up, the Ratification Vote! Let's show this province that Local 218 means business and is strong in solidarity. Don't forget to wear purple!

We need to continue showing solidarity by wearing purple on 'Worker Wednesdays' and by supporting both the ETFO and OSSTF who supported us as they are now in Bargaining. With all of the Unions working together, we can succeed in fighting the cuts this government has and will further impose on us.

We will be going into Local Bargaining next, so we need to keep our momentum going and stand strong together. Thank you all, once again, for being engaged and supporting each other!

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

(Cont'd)

On this page - as always - is the contact list for the EA Stewards and Reps.

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.
Reminder - 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
ALL HIGH SCHOOLS	TRACEY LESPERANCE	tracey.lesperance@cupe218.ca
BOARD MEETINGS AND CUPE EA COLLABORATOR	GLEN MORRISON (REP)	gmmorrison@cupe218.ca
OFFICE/DISABILITY MANAGEMENT REP	LORI RICHARDS (REP)	lrichards@cupe218.ca

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY

October 2019

Stand up for your right to be safe. Meet with your Admin to discuss your safety concern. Before you do, write down your concerns and bring a pen and paper to the meeting to write notes. Your Admin is responsible to keep you safe and there are many measures that can be put in place to ensure your safety.

ALWAYS stand up for your right to be safe - remember it only takes one incident that could result in a life altering injury.

VI reporting chart

I am sorry there was a printing error made to the following reporting chart in the last newsletter - please review the correct reporting chart.

	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 strikes you - no injury	X	X	
EXAMPLE 3 Student physically harms you and causes injury	X	X	X
EXAMPLE 4 Student verbally threatens to harm you	X	X	
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		

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY (Cont'd)

Whenever you complete a violent incident from an incident with a student, you need to check the safe schools form box at the bottom of the VI form and fill out the safe schools form. Many Violent incident forms are coming in without the box checked.

I hope you were all able to complete your safety training modules on the last PD day. If you did not, ask your principal how you can access it.

Stay Safe!

Kelly Gainer

CUPE 218 EA Health and Safety Rep

kgainer@cupe218.ca

OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD

October 2019

Your CUPE Local 218 office is located at 2080 Wentworth Street in Whitby.

Join us at the next **General Membership Meeting on November 17 at 7:00 pm.**

All OCT members are welcome! If you are a new OCT member, be sworn in and learn more about your Union.

I would like to thank everyone who came out to vote. What an amazing turn out!

Work-to-Rule

The union has worked very hard to get a Collective Agreement - wages, sick leave, job security, to name a few. Thank you for your support with our work-to-rule action.

We will keep the membership updated on ratification and Local Bargaining. Please keep checking the CUPE 218 website:

www.cupe218.ca

Remember, do not use your board email; it is for work only.

Did you know?

If you are working outside of your regularly scheduled work hours without authorization (or being paid) and you sustain an injury or have an accident, you **may not be** covered under WSIB. Working without prior authorization from your supervisor implies that you are volunteering your time and the Board is not responsible. Your initial WSIB claim may be denied, and the appeal process can be a long, drawn out process.

DO NOT WORK unless you are being compensated.

Be protected; know your rights.

OCT 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
Education Centre Rep	Leeann Finlay	lfinlay@cupe218.ca



Home Fire Safety

No one wants to lose their home or possessions due to a house fire. It is a devastating event that can take months - or even years to recover from. Fire awareness week is October 6 to 12, and is a good time to learn more about preventing and recovering from house fires. Most house fires seem to occur between November and March, making October a great time to enhance your knowledge. Staying mindful and alert to any potential dangers in your home is the key to preventing a fire before it starts.

To learn more, visit:

www.otipinsurance.com/article46

Not sure what to do if you get into a car accident? Follow these 5 steps

It's just another day and you're driving to work, picking up your kids, buying groceries, or visiting family when it happens - a car accident. After screeching to a halt, your adrenaline is pumping, your heart is racing, and your palms are sweating. When you're in a panic, it can be tricky to know what to do. By reviewing these steps now, you'll be ready to jump into action if the time comes.

To learn more, visit:

www.otipinsurance.com/article48

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-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 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.