



NOVEMBER

NEWSLETTER 2019

MEMBERSHIP MEETING

SUNDAY, NOVEMBER 17TH, 2019 AT 7:00PM
CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY

CUPE 218 ANNUAL FOOD & TOY DRIVE

Help families in your community by bringing a donation to our next GMM!

CONTENT

● PRESIDENT’S MESSAGE	1
● VICE - PRESIDENT’S MESSAGE	2
● CUSTODIAL / MAINTENANCE - CATHOLIC BOARD	3
● EDUCATIONAL ASSISTANTS - CATHOLIC BOARD	4
● SECRETARIAL / CLERICAL / TECHNICAL STAFF - CATHOLIC BOARD	7
● CUSTODIAL / MAINTENANCE - PUBLIC BOARD	8
● CONTINUING EDUCATION - PUBLIC BOARD	9
● EDUCATIONAL ASSISTANTS - PUBLIC BOARD	10
● EDUCATIONAL ASSISTANTS - PUBLIC BOARD - HEALTH AND SAFETY	12
● OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD	14
● OTIP UPDATES	15
● SPECIAL MEMBERSHIP DISCOUNTS	17

PRESIDENT'S MESSAGE

November 2019

Dear Sisters and Brothers,

WE DID IT!

By standing together as a Union, we achieved what we set out to do! WE achieved a provincial agreement that is not only concession-free, but that introduces some modest gains for our members.

Is it everything we had hoped for? NO! But a province-wide vote of 79% in favour sends a clear message to the Conservative government that we expect more compensation for the vital roles we play in our publicly funded, publicly delivered education system. We are far from done and will continue to educate the province with the help of our allies and parent groups.

For the first time in history, CUPE Education Workers have led the way and done the heavy lifting for OECTA, ETFO and OSSTF. We will be relying on and supporting our teacher unions as they now prepare to take on the province and push for better wages. Any wage increase teachers achieve that exceeds the 1% we received will be applied to our contract because of the 'Me Too' clause.

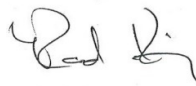
We are now preparing for local bargaining. Linda Merkac, our CUPE National Rep, and I will be meeting with both employers within the coming weeks to secure bargaining dates. Our central agreement does not come into effect until we have completed local bargaining with compensation retroactive to September 1, 2019.

This will be our last newsletter before Christmas holidays. I would like to thank you - the members - for all your support and the outstanding work you do each and every day. Your hard work and dedication does not go unnoticed.

I would like to take this opportunity to wish you all a very Merry Christmas. I hope you enjoy the spirit of the season with your family and loved ones, and that you have a healthy and blessed 2020.

Our next General Membership Meeting will be **Sunday, November 17, 2019 at 7 pm** sharp in 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

VICE – PRESIDENT’S MESSAGE

November 2019

Blue Christmas:

Holidays often trigger memories of loved ones who are no longer with us. Be mindful of that when planning events. Giving people “supported space” to get through the holidays is important. Take care of yourself and your families.

Both the DCDSB and DDSB have FEAP programs if you or someone needs a little extra support. Most schools have information or posters with the number to call, or the contact information is on their websites. It is completely confidential.

Please plan on attending the next General Membership Meeting to be held **Sunday, November 17th at 7 pm** in the CUPE Office (2080 Wentworth St, Whitby). Please bring a toy or food item for our last meeting of the year!

As this is the last newsletter for the 2019 calendar year, we wish you a happy and safe holiday season!

Yours in solidarity,

Marion Moore

Vice President and Disability Rep.

CUPE Local 218

mmoore@cupe218.ca

CUSTODIAL / MAINTENANCE - CATHOLIC BOARD

November 2019

Dear Sisters and Brothers,

We hope you had a great October and that you were able to catch up on some extra sleep with the time falling back an hour at the beginning of this month.

We are filing three grievances from the last posting. This grievance is for a posting issue regarding one of the locations that was posted in the last set of postings. We are also waiting for the Board to fill the vacant HVAC position.

We want to thank everyone for coming out and voting on the new central agreement. The central agreement was ratified with 79% of education workers across the province voting in favour. With central bargaining complete, local bargaining with the Board will begin soon. We have no tentative dates set up yet for negotiations, but now that the central agreement has been ratified, we should be meeting shortly with the Board.

If you do not have access to your CUPE 218 email or to the Members' Portal, please be sure to contact the union office (Sue Wilkinson) for your login information. It is essential to stay connected in order to receive updates on what is happening in our union. Please keep in mind that if you have been injured on or off the job, it is important to keep the union office informed.

If you have any questions or concerns, please contact one of your reps listed below. We will do our best to provide answers and support as required. This will be our last newsletter before Christmas, so your union committee would like to wish you a VERY MERRY CHRISTMAS and a HAPPY NEW YEAR! Please be safe during the holiday season.

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

November 2019

Dear Sisters and Brothers,

Wow! This fall has flown by. Christmas is just around the corner. Now that the central agreement has been ratified, we will soon be bargaining locally.

HEALTH AND SAFETY

The Employee Wellness Committee is inviting the membership to participate in a challenge for November called 'Sleep Well!' It is voluntary to participate, and a lot of the material comes from the Public Health Agency of Canada. As part of the challenge, members are encouraged to fill out a 'Sleep Skills Diary' to track their sleep patterns. By tracking sleep patterns, we can learn more about our sleep habits, what is preventing us from getting proper sleep, and how we can make improvements. Sleep is cathartic, and I know I do not get enough of it; but when I do, my day is better.

Participate in the Sleep Well initiative by tracking your sleep for up to five weeks:

- November 4 - 10
- November 11 - 17
- November 25 - December 1
- December 2 - 8

I plan on trying this as I know I do not get enough sleep. It's good to try and change it up!

ARE CANADIAN ADULTS GETTING ENOUGH SLEEP?

Current recommendations¹ are:

Age Group	Recommendation
Ages 18-64	7-9 HOURS of sleep/night
Ages 65+	7-8 HOURS of sleep/night

But...

Age Group	Percentage
adults aged 18-34	1 in 4
adults aged 35-64*	1 in 3
adults aged 65-79	1 in 4

are not getting enough sleep.

*Significant difference between males and females

Let's talk about **sleep quality**, shall we?

Statistic	Percentage
adults have trouble going to sleep or staying asleep.	1 in 2
adults DO NOT find their sleep refreshing.	1 in 5
adults have difficulty staying awake during waking hours.	1 in 3

A number of factors are related to **insufficient sleep** in adults:

- **MORE SEDENTARY TIME**
Adults who get **insufficient sleep** report an average of **4.0 hours** of sedentary time a day compared to an average of **3.5 hours** for adults who get **adequate sleep**.
- **CHRONIC STRESS**
36.3% of adults who get **insufficient sleep** report having chronic stress compared to **23.2%** of adults who get **adequate sleep**.
- **POOR MENTAL HEALTH**
12.3% of adults who get **insufficient sleep** report having poor mental health compared to **5.8%** of adults who get **adequate sleep**.

Good sleep hygiene could lead to better sleep^{2,3}:

- Avoid alcohol, caffeine, and nicotine before bed
- Maintain a regular bedtime/waketime
- Practice relaxation and mindfulness-based stress reduction techniques
- Reduce noise in the sleeping environment
- Restrict naps to 30 minutes
- Exercise regularly
- Review medications with your physician/pharmacist regularly

Data source: Canadian Health Measures Survey (CHMS) 2014-2015.
¹ Hirshkowitz M, Whitton K, Albert SM, et al. National Sleep Foundation's updated sleep duration recommendations: Final report. *Sleep Health* 2015; 1:233-43
² Irish LA, Kline CE, Gunn HE, Buysse DJ, Hall MH. The role of sleep hygiene in promoting public health: A review of empirical evidence. *Sleep Medicine Reviews* 2015; 22:23-36
³ Suzuki K, Miyamoto M, Hirata K. Sleep Disorders in the elderly: Diagnosis and management. *Journal of General and Family Medicine* 2017 Apr; 18(2):61-71

GOOD SLEEP. PART OF A HEALTHY LIFESTYLE.

LEARN MORE ABOUT SLEEP HEALTH AT CANADA.CA

> SEARCH Physical activity, sedentary behaviour and sleep

> GET DATA PASS Indicators

> FOLLOW US @GovCanHealth

> LIKE US Healthy Canadians Facebook page (www.facebook.com/healthycdns)

© Her Majesty the Queen in Right of Canada, as represented by the Minister of Health, 2019. Cat.: HP35-92/3-2019E-PDF | ISBN: 978-0-660-27683-0 | Pub.: 180292

Public Health Agency of Canada / Agence de la santé publique du Canada

Canada

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD


(Cont'd)

Sleep Skills Diary

← Week of _____

Mon Tue Wed Thu Fri Sat Sun

Mark each day you use a particular strategy.

No caffeine within 2* hours of bedtime.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No alcohol within 2* hours of bedtime.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exercise at least 2* hours before bedtime.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Woke up on time (aim for same routine each day).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Went to bed on time (aim for same routine each night).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No naps during the day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not hungry when going to bed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No heavy meals within 2* hours of bedtime.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Got out of bed when awake for more than 30 minutes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Strategy (describe):							
Other Strategy (describe):							
Sleep Quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choose a number between 1 and 10. 0 = didn't get any sleep at all, 10 = no sleep problems and awoke fully rested.	<p>*Note: Avoid caffeine, alcohol, smoking, heavy meals or exercise 2 hours before bedtime may not be enough time for some people to experience sleep benefits. Start by avoiding these experiences within 2 hours of bedtime. If few sleep benefits are experienced then gradually increase the time period until quality of sleep improves.</p>						
Submitted by:	<input type="text"/>			<i>Live Well</i>			

Reminder from our Health and Safety Representative, Carrie Boisvert:

When filling out your Parklane for an act of aggression, please ensure 'Aggression' is marked off as opposed to 'Struck' or 'Contact By.' Please also note that there is a glitch on the online reporting site. If the injury box does not appear, please contact us so we can get it corrected. A new province-wide online reporting system will be introduced within the next couple of months, so we will keep you posted.

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

(Cont'd)

I have heard from a few of you that some new principals/vice-principals feel that online reports are pointless, because “they don’t really go anywhere.” I encourage you to use this as an opportunity to educate these individuals. Online reports aren’t pointless, rather they give your committee - as well as the Joint Board/ CUPE AD HOC Committee - the ability to know what’s going on so that members can be better supported. If you are hearing otherwise, please let us know so we can address this with the Superintendent of Student Services. Remember, we can’t support you if we do not know what’s going on, so file your incident reports and demand debriefings by your principals.

We had our first Labour Management Meeting on Wednesday, October 29th, with our new HR Superintendent, Tracey Barill (replacing Mike Gray). Overall, the meeting was very productive and positive. She was once an EA; therefore, she was very supportive when discussing individual issues. We are hoping to work together to resolve matters that may come up so that you are all happy and healthy in your roles. There are a few changes we plan on making to the yearly evaluations we all receive. We plan on working on this in the near future and will keep you posted on the changes.

On another note, Superintendent Janine Bowyer has received some complaints from various trainers who presented at the last PA day. While we understand that this is an opportunity to see fellow peers from other schools, there has been some complaints put forward about disrespectful behaviour (ie. cell phone usage, talking, backs turned while the presenter is speaking, etc). Please keep in mind that presenting can be very difficult; we need to be respectful of their time and remember that we are on work time. Please also note that you are not required to sign up for workshops you have already taken. This opens up spaces so that others can learn.

There are no grievances at this time!

On a more personal note, I want to thank my CUPE family for supporting me through the loss of my mother. I especially want to thank Carrie Boisvert for stepping up while I was on bereavement leave and for handling the ratification vote in my absence. I know that some of you tried to reach out to me for assistance, and she was able to address your needs while I was unavailable.

Remember! If you need us, we can be reached at:

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

Keep in mind: if we don’t return your call right away, it is because we are also working and not allowed to conduct union business while working.

SECRETARIAL / CLERICAL / TECHNICAL STAFF

CATHOLIC BOARD

November 2019

This will be the last newsletter of the year as we do not have a meeting in December. I hope that everyone is getting ready for the cold weather and enjoys their holidays if they celebrate them.

With central bargaining wrapped up, we are looking forward to getting some dates so that we can begin our local bargaining process. Several of the changes in the new central agreement will not come into effect until we have a full collective agreement, which includes the local part.

In case you haven't been following the news, it looks like some of the other education unions might be moving towards job action, so let's remember to support them as best we are able.

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

As we move into the colder weather, typically the sick days usage goes up as the flu and other illnesses run rampant through our schools and offices. Please remember to keep a personal log of your sick day usage and the reasons. This can be helpful when people are being called into a meeting over sick time usage.

Congratulations to all those who have applied, interviewed or been successful to positions during the past month. I am trying to set up more interview workshops with HR for people who would like to continue working on their interview skills.

Now is a good time to remind everyone to be careful of what they are posting to social media. The privacy settings can be confusing, and oftentimes, people are posting things that they do not realize are shared beyond what they intended. A general rule of thumb is: if you wouldn't tell your boss about it, then don't post it.

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 be taking 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.

Last but not least, enjoy the holiday season and remember - do NOT drink and drive. There are many services these days that let you and everyone else get home safely.

Our next membership meeting is scheduled for **Sunday, November 17, 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

November 2019

Dear Sisters and Brothers,

This will be our last newsletter until January 2020; as such, the Committee and I would like to take this opportunity to wish everyone a Merry Christmas and a Happy New Year.

As I'm sure most of you are aware, our central language has been ratified. The central language will come into effect once we have ratified our local language. If you weren't able to attend the ratification vote on October 24th and would like information, please email me. As for local bargaining, we should have dates scheduled in the very near future.

On November 1st, we met with the employer to discuss resolutions to all outstanding grievances. After a lengthy discussion, they agreed to further review grievances and respond at a later date. We will be following through with our December 13th and February 27th arbitrations. The return-to-work process - that was scheduled for arbitration on September 23rd - has been put into abeyance. The employer has agreed that we need to examine this process and that there needs to be more consistency.

Please be mindful of your social media accounts; the employer has a policy and procedures regarding this. It was brought to my attention that some of our members had violated this policy. I was able to resolve these concerns without any disciplinary action taken, but again, please be careful what you post or comment on.

The Transfer List is in the process of being updated again. The person that was responsible for managing the list is no longer with the Durham District School Board. The responsibility has now been given to a new person, and they are making every effort to make all corrections before re-sending it to us.

It has been brought to my attention that Custodial Maintenance Management has been sending out a variety of documents for our members to sign. Please be mindful of what you sign. If you are not sure, please

do not hesitate to call the Union Office for direction. Article L2.01 recognizes CUPE as the sole and exclusive bargaining agent. All employees will be treated the same and held to the same standards as all education employees as per our Collective Agreement/Central Terms, Statute, Acts or Board Policy.

Medical documentation is to be provided by employees for absences of five (5) consecutive working days or longer. I would suggest not to wait to be asked for medical documentation. If you are off for five (5) consecutive working days, be proactive and get it from your treating physician. In some cases, the employer will request medical documentation weeks after your return, and it is sometimes hard for your treating physician to supply you with supportive medical after a period of time has passed.

As we get closer to the colder weather, please remember to dress accordingly and to wear appropriate foot wear.

Please remember that if you have the unfortunate experience of a work-related injury, please report it to your Supervisor and the Disability Team at the Union Office. No injury is too small to report.

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

November 2019

Our central agreement has been ratified. Thank you to all those who stepped forward during the time of bargaining and job action. Now that our central agreement has been ratified, we will be preparing for local bargaining.

Some people have inquired about the 'Me Too' clause in the agreement. This is an important provision, because it means that **if the other education unions gain a wage rate higher than 1%, we will obtain the same increase in pay.**

We are also pleased that our benefit package retained its level of funding and that the providers will, in fact, be making improvements to our benefits in the future.

Regarding the ongoing shortage of supply instructors and CNC staff, the Board is aware of the situation. The administration has advised us that several new supply members are in the process of being hired.

A reminder: the time period for extra PD funding to attend certain workshops and conferences has expired. We hope that those of you who made use of this special one-year funding from the central agreement found it useful.

Please be sure to enter any absences in SFE correctly. Even one small error- for example, on a drop-down box - can result in your absence not being filed on time. Check the union board for a posting showing some of the common errors.

As mentioned in our previous newsletter, we are happy to report that we have three representatives for job evaluation. Thank you to Darlene Sasseville, Maha Balasundaram and Dorothy Tse for being willing to serve on this committee.

We are presently awaiting dates for JE training, the next step in the process.

General membership meetings are held once a month. We hope to see you at our next membership meeting on November 24th 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

November 2019

CENTRAL/LOCAL BARGAINING

Thank you to all who came out for the vote! It's so nice to see members getting involved with our union! The central portion of our CA has been ratified and will be in effect for the most part. Certain pieces are tied to the local portion being completed, and that is our next step. We will hopefully be commencing local bargaining in the near future. The 218 Executive will be attending an Area 4 meeting on Nov 22nd to go through how the central agreement is structured, how central disputes will work, and to look at priority funding (funds established in our last central agreement that allowed us to take on an additional 27 EAs).

OSSTF AND ETFO

Our coworkers are now in the same position that we were in a short while ago. We need to support them as they supported us, and if they start any form of job action, we need to be respectful of their position, what they are doing, and abstain from doing any part of their job. Doing their work is considered doing the work of another bargaining unit. If they do start job action, notices will be sent out to everyone's CUPE email; please watch for updates as they become available.

PD DAY

There was some confusion about this day in that not enough workshops or spaces were originally available. Additional spots were added, and it was found that some supplies and teachers who signed up had to be removed. As well, EAs were removed from the teacher workshops.

POSTINGS

The early years 8-week program has been completed, and the EAs involved are now in their permanent positions. The Board is going through and reviewing the positions for the EAs, and there will be some changes made in placements. All open EA positions within the Board will be posted shortly, so keep watch on your **Apply to Education** if you are looking for a change.

OTHER ITEMS/ISSUES

There have been a few meetings with permanent and supply EAs about being late, leaving early, and not following schedules. Please make sure that you follow your schedule, and if you have missed a lunch or break, this needs to be discussed with your Admin. If you are going on a trip and will miss your break or lunch due to time constraints or for health and safety reasons, you need to speak with your Admin before leaving to determine how you will be compensated for lost time.

There are ongoing issues with EAs and CAS. Please do not handle students unless you are directed to. **DO NOT** pick up or try to move any students who won't move, have dropped to the floor, or refuse to get up. Wait them out! Use your BMS strategies, and politely ask them to get up or move; if they don't – wait. Don't get in their space or yell at them. They will eventually become bored, realize they aren't getting attention and move on their own. As well, **NEVER** transport a student to a calming/sensory room when they are in crisis. Always watch your proximity when working with students, and follow what you have been taught in BMS.

Supplies who have not received their BMS training should not be participating in any portion other than observing and calling for backup/support. There are training dates for supplies to take the full training, which runs on two evenings - Nov 13th and Nov 18th (it's a 6-hour course, so it has to take place over two evenings). Refreshers for supplies that have their training on Feb 26th and March 3rd will also be held soon; watch PD Place to register.

This will be the last newsletter before the Christmas holiday (certainly not looking forward to the snow and shoveling). We would like to wish you all a Merry Christmas and a wonderful holiday break!

This has been an extremely busy year, and with local bargaining coming up, it will get busier. Please be sure to contact the Rep/Steward for the Area and School in which you work. As always, if you don't

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

(Cont'd)

receive a return phone call or email, call again; with email, forward it so that it comes back up to the top. During busy times, we may not be able to respond right away, and we thank you for your patience.

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.

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	CONTACT PERSON (REP)	CONTACT INFORMATION
AJAX-PICKERING ELEMENTARY SCHOOLS	BRANDY TOWNSON (STEWARD)	brandy.townson@cupe218.ca
WHITBY-ELEMENTARY SCHOOLS	KELLY GAINER (REP AND H&S 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 (REP)	tracey.lesperance@cupe218.ca
BOARD MEETINGS AND CUPE EA COLLABORATOR	GLEN MORRISON (REP)	gmorrison@cupe218.ca
OFFICE/DISABILITY MANAGEMENT REP	LORI RICHARDS (REP)	lrichards@cupe218.ca

In Solidarity,

EA Bargaining and Steward Committee Members

**Kelly Gainer, Glen Morrison, Tracey Lesperance and Lori Richards,
Sue Wilkinson, Brandy Townson, Deb Kennelly and Fil Wylie**

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

HEALTH AND SAFETY

November 2019

Concussion Protocol: During the October 11th PD day, there was an e-learning requirement about concussion protocol. Concussions are very dangerous and can be life altering. Symptoms do not always occur right away and sometimes take days or even weeks to show. Please remember to apply what you have learned, not only to student safety, but also your co-workers. If you see a staff member get hit/hit their head, please follow the concussion protocol and let your admin know.

Also, be mindful when you are out in the yard near basketball courts or where students are playing with balls. A ball hitting your head can cause a concussion. If you work with students that are prone to targeting your face or head when escalated, talk to your principals about how your safety is being ensured. Get your principal to fill out a Parklane (WSIB) form if you are hit in the head.

BMS training: As you are aware, the DDSB has made changes to the requirements for the BMS training refreshers. Instead of a yearly ½ day refresher, it will change to every second year. All EAs with a surname starting with A to K will register for the BMS refresher workshop. Those who have a surname starting with L to Z will do online e-learning. This e-learning will be available in January. You should be given time at work to complete this required e-learning.

While discussing BMS training, I want to remind everyone that it is so important to be aware of your proximity when dealing with students who are escalated. Whenever possible, step back, limit vocal, and let the student settle. If the student regularly escalates in the hallway, then talk to your principal about localized safety response; this call out to staff will allow the hall to be quiet, traffic free, and give the student time to de-escalate. It will allow you to step

back and wait until the student is ready or at least provide space, so that if the student does try to hit/kick you, you have the space to block and move away. Remember, there is no time limit on how long it takes for a student to de-escalate. It may take a few minutes or a very long time; stand back - if you can - and wait it out. It is better to be safe than try to force the student to settle when he/she is not ready.

Slips, trips and falls: The cold weather has arrived! I would like to remind everyone to wear suitable footwear - treaded, non-slip soles appropriate for weather conditions and tailored for the task. Also, be aware of your surroundings and take extra care when walking indoors and outdoors. On snowy days (let's hope that doesn't come too soon), water tends to travel into schools causing floors to be slippery. If you notice an unsafe situation (ie. slippery floors, ice patches outside), please notify the custodian or the office to ensure that the area can be made safe. Unfortunately, a fall can be quite harmful, causing injuries that prevent you from working and doing your normal daily activities. BE CAREFUL and BE SAFE.

Flu Season

The flu season has arrived; be proactive and

- Wash your hands regularly/use hand sanitizer
- Avoid touching your face
- Stay home when you are sick
- Keep common surfaces clean
- Cough or sneeze into a tissue or sleeve (encourage your students to as well)
- **Get your flu vaccination**

Students Leaving School Building/Property

If you are dealing with a student that leaves the school building or property, then there needs to be a plan in place for your safety and the student's safety.

HEALTH AND SAFETY (Cont'd)

The DDSB tends to use the word “elopement” when a student leaves school property. To **elope**, most literally, means to run away and not return to the point of origin. Some suggestions for an elopement plan include:

- What the walkie-talkie communication will be when the student elopes. For example - “student eloping - front of school - going to channel 2.”
- Who will come to support the principal, VP, SERTs, EAs that are available at the time of the call.
- How many people are needed for support if containment is needed. Is it a 2-person (3 support people needed) or 1-person containment (2 support people needed)? Do you need to make a box around the student (4 support people would be needed)? If extra people come out, that’s great. Some will be sent back into the school if they are not needed.
- Distance - proximity of support staff - along street. Probably close, but out of the school yard (maybe keep a distance).
- When containment would be done (if student tries to run onto the street).
- Whether orange vests are needed so that you are visible on the street to traffic. Hopefully, you won’t need to be on the street, but in the event that it happens, the orange vests will make you more visible. Remember, it is not our job to direct traffic. If the student goes on the street, then 911 should be called to receive police help. Who will make this call?

These are some of the measures that can be put in place. The questions you need to ask are: “Am I concerned about safety when a student runs out of the school? What is the plan to ensure my safety and the student’s safety?”

Stay safe at work, and talk to your principal if you feel unsafe. Ask what measures are being put in place to ensure your safety?

Kelly Gainer

CUPE 218 EA Health and Safety Rep

kgainer@cupe218.ca

OFFICE / CLERICAL / TECHNICAL - PUBLIC BOARD

November 2019

I hope everyone had an enjoyable Thanksgiving. A nice meal with family and an extra day off are things to be thankful for.

JOB VACANCIES

We need your help! If you know of an O.C.T. position that has been vacated but not posted, please contact your union rep and let them know.

ADDRESS CHANGING?

If you are planning to move, please be sure you notify the union of your change of address and phone number.

EMAIL ADDRESS

I am sure by now everyone has their CUPE email, but if you don't, please email:

swilkinson@cupe218.ca

GENERAL MEMBERSHIP MEETING

We would like to see you at the next General Membership Meeting, taking place on Sunday, November 17, 2019

Office/Clerical/Technical Committee Representatives

Chairperson	Karen White	kwhite@cupe218.ca
Elementary Schools	Allison Petty	allison.petty@cupe218.ca
Secondary Schools	Antony Nembhard	antony.nembhard@cupe218.ca
Education Centre	Leeann Finlay	leanne.finlay@cupe218.ca

OTIP UPDATES

November 2019



10 common car insurance myths debunked

MYTH: The type of car I drive has no impact on my insurance rates.

FACT: Yes, the type of car that you drive does indeed influence your car insurance rates.

Learn more at: www.otipinsurance.com/article49

OTIP UPDATES

November 2019



How to protect your family from deadly, invisible gases

Radon and carbon monoxide are poisonous gases that are odourless, colourless and tasteless, making them threats to the safety of your home. Exposure to high levels of radon is the leading cause of lung cancer in non-smokers, causing over 3,200 Canadian deaths each year¹. Carbon monoxide is the leading cause of fatal poisonings in North America. By following the steps below and taking the proper precautions, you can help protect your home and family from these deadly gases.

To learn more, click here: www.otipinsurance.com/article51

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.