



FEBRUARY

**NEWSLETTER
2020**

MEMBERSHIP MEETING

SUNDAY, MARCH 1ST, 2020 AT 7:00 PM

CUPE LOCAL 218 HALL - 2080 WENTWORTH ST., WHITBY

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PRESIDENT'S MESSAGE

February 2020

Dear Sisters and Brothers,

Warton Willie, our famous prognosticating groundhog, is telling us we will have an early spring. Let's hope he is right!

With local bargaining dates set, we will commence February 6th, 2020. With eight bargaining units, it will be very busy.

Your bargaining committees and stewards will be attending the 2020 OSBCU Convention in February. This will be the first time we have gathered provincially since our central ratification. I'm sure it will be a great convention with lots of information to bring back to the members.

I would like to congratulate the members who were elected, appointed or acclaimed to positions within our local. It was great to see members come forward and give their personal time for our local's betterment.

Family Day will be Monday, February 17th, 2020. With the winter blues in full force, who wouldn't enjoy an extra day off with their families?

With mixed emotions, we say good-bye to Brother Burd. Brian has been a long-serving member of the Custodial Maintenance Committee with the Catholic Board. Brian's dedication and knowledge will be missed, and we wish him all the best as he starts this next chapter of his life - retirement! Brother Sean Hebert will be taking over the role of Chairperson.

For those of you who did not attend the January General Membership Meeting, I made my announcement to retire as of June 30th, 2020. After 38+ years, it's time to move on. A by-election will take place in March to help with the transition period.

Our next general membership meeting for February will be **Sunday, March 1st at 7pm sharp** at the CUPE Office. We had to change it to March due to prior commitments. 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

ELECTIONS & NOMINATIONS ANNOUNCEMENTS

ELECTION DATE: March 1st, 2020

NOMINATIONS

PRESIDENT

TERM: JULY 1ST - DECEMBER 31ST, 2020

ELECTIONS

CATHOLIC BOARD CUSTODIAL MAINTENANCE STEWARD

TERM: MARCH 1ST - DECEMBER 31ST, 2020

SOCIAL COMMITTEE (3 POSITIONS)

TERM: MARCH 1ST - DECEMBER 31ST, 2021

BY-LAWS COMMITTEE (1 POSITION)

TERM: MARCH 1ST - DECEMBER 31ST, 2021

VICE – PRESIDENT’S MESSAGE

February 2020

FORMS, FORMS, AND MORE FORMS!

It is your responsibility to inform the Employer and your supervisor if you are hurt in the workplace.

If you have been hurt, it is your Employer’s responsibility to report it to Health and Safety and the WSIB (*FORM 7*).

It is up **TO YOU** to tell **YOUR** treating medical person – at the hospital, at a clinic, your Doctor, etc. - that the accident happened in your workplace. After informing the Doctor, he/she will fill out *FORM 8* (get a copy for yourself) and fax it directly to the WSIB.

Then, once you have a copy of *FORM 7* from your Employer (to see what was said on the form), go online to www.wsib.on.ca and fill out *FORM 6*. They keep moving this form around; right now, it is under “Injured or Ill People” and CLAIMS. Then, at the top of the page, it includes a button that says “Report your injury or illness using Form 6.”

Print a copy of this form before you submit it; you will not be able to save a copy later on. Follow the specific directions on providing your Employer with a copy. Send the Union Office a copy so we have information on your situation in case we end up having a meeting with the Employer to discuss restrictions, limitations or accommodations in the workplace. The more informed we are, the better we can represent you.

Stay safe! It’s easier than filling out forms!

Please plan on attending the next general membership meeting on **Sunday, March 1st, 2020 at 7pm** in the CUPE Office - 2080 Wentworth St., Whitby.

Yours in solidarity,

Marion Moore

Vice President and Disability Rep.

CUPE Local 218

mmoore@cupe218.ca

LINC / ESL - CATHOLIC BOARD

February 2020

Hello from one of the newest member units within CUPE 218, LINC / ESL teachers from DCDSB.

As the new Chair of our group, I would like to thank CUPE for welcoming us. My name is Tracy Gill, and my colleagues - Katherine Sanchez and Sajida Aaron - and I look forward to securing our first collective agreement as members of CUPE.

For us, this is a new experience, but we're up for the challenge!

Thank you,

Bargaining Team

Tracy Gill - tracy.gill@cupe218.ca

Katherine Sanchez - katherine.sanchez@cupe218.ca

Sajida Aaron - sajida.aaron@cupe218.ca

CONTINUING EDUCATION - PUBLIC BOARD

February 2020

In the upcoming weeks, we will be meeting with the Board for local bargaining. So far, we have two days of talks scheduled for February and March. These talks are for local issues not covered by the central agreement. The central agreement, you will recall, was finalized with the province last fall. You will receive updates from CUPE as we proceed with bargaining.

Let's continue to support our other education unions as they attempt to negotiate their own central agreement with the government.

The job evaluation process continues to move ahead. The JE Committee has one date set for February, with more dates to be scheduled. The committee hopes to have the evaluations completed as soon as possible.

Please note the change of our membership meeting, which has been rescheduled to **Sunday, March 1st at 7pm** in the Union Hall. We hope to see you there.

In Solidarity,

Jane Batterink

Bargaining Chair, Public Board

Continuing Education

Your Bargaining Committee:

Jane Batterink - jbatterink@cupe218.ca

Darlene Sasseville - darlene.sasseville@cupe.ca

Judy White - judy.white@cupe218.ca

CUSTODIAL / MAINTENANCE - CATHOLIC BOARD

February 2020

Dear Sisters and Brothers,

Hope you are having a great February so far!

Firstly, we would like to thank Brother Burd for his time and dedication to the Union. We wish him a great retirement and all the best as he takes on this next journey in life. Brother Hebert will be taking over in his place as Chairperson of the Custodian and Maintenance Unit.

We have no grievances at this time. We had three grievances last month that were resolved for posting and accommodation issues, and we had two grievances that were withdrawn after Step 1 meetings for maintenance positions. All went well with management, and they are moving forward with hiring maintenance personnel in positions that are vacant.

We will soon be going into local bargaining negotiations with the Board. We have some tentative dates set up for negotiations.

If you do not have access to the CUPE 218 email, please be sure to contact Sue Wilkinson at swilkinson@cupe218.ca for your login information (which will provide you with access to both your email and the members' area of the website). We encourage you connect on these platforms so you can receive regular information and updates about what is happening in our union.

Please also keep in mind that if you have been injured on or off the job, it is imperative that you keep the Union Office informed.

Please contact one of the reps listed below if you have any questions or concerns. We will do our best to provide the answers and/or support that is required. It would be great to see more custodian and maintenance personnel out to our general membership meetings to hear what is happening within our Union and school boards.

In solidarity,

Sean Hebert - shebert@cupe218.ca

Natalie Melich - nmelich@cupe218.ca

Dave Slater - dslater@cupe218.ca

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

February 2020

Dear Sisters and Brothers,

According to our furry friend, spring is predicted to come early; we shall see. The Committee and I would like to wish everyone a Happy Family Day. Please enjoy this time with family and friends.

I attended the Early Years Daycare Consortium; it was great to hear the comments of gratitude and support for the Custodial / Maintenance Unit from them. I will be meeting with them again on February 18th.

At last count, we had 15 active grievances. We were able to tentatively resolve eight. I am waiting on the Minutes of Settlement (MOS) from the employer on three of them, but we were able to finalize the remaining five. I am hopeful we will receive the remaining MOS in the very near future.

We were able to secure dates for local bargaining: March 9th, 23rd, 24th and the 31st. The Committee and I are eager to start this process with every intention of cleaning up existing language and achieving new language.

Through central bargaining, we were able to achieve funding language that would allow the Employer to hire 11 new eight-hour employees. The Employer has confirmed in labour management that they have submitted all the needed documentation. At this time, the Employer has not received this funding, and we have been informed by the OSBCU that the Ford government has not released funds nor has it replied to any Ontario school board regarding this negotiated funding. It is my understanding that the OSBCU is in the process of starting legal action.

At your last labour management meeting, we had discussion re:

Acting Chief List – We brought forward the concern that once you refuse a request, you are put on hold for three months. The Employer agreed that this is an unfair practice and took it back to review and make changes.

Detailed Maintenance Work Orders – Management will clarify this at the next maintenance staff meeting.

Contracting Out – Management will make every effort to stock day-to-day items for CUPE members that will bring back work listed within our job descriptions.

P/T to F/T Member Update – Moving forward, the Employer will inform part-time to full-time members of possible changes (i.e. vacation).

Interview/Debriefing – It was agreed that the interview and debriefing process will undergo a review with the Union's involvement.

School Inspections – I brought forward the concerns of inspections being done when schools have been short-staffed. The Employer stated that if these schools are being inspected, it is to gather information to see if coverage is needed. I have relayed that support is needed everywhere and that supervisors need to be creative when sending out coverage, being mindful of when support is needed.

Snow Contractors – Contractors should salt at 5cm of snow and below; at over 5cm of snow, they will plow. They are responsible for the tarmac, parking lots, sidewalks and kindergarten pens in some cases. I have suggested that the Employer look into purchasing a plow and salt spreader for the maintenance pickup trucks; management will look into this.

CUSTODIAL / MAINTENANCE - PUBLIC BOARD

(Cont'd)

As I'm sure most of you are aware, the Cleaners sections have been changed. This is a pilot project that will be reviewed in the near future. The focus of this is to have fair, consistent sections and to receive feedback from the Cleaners to see if this is achievable. All Chief and Custodial sections will be reviewed and adjusted if needed. Please respectfully communicate suggestions and observations with your supervisor.

Inappropriate Conduct in the Workplace

Please be mindful of your conduct in the workplace. Any comment or conduct that disparages or demonstrates hostility or aversion towards any person that could be perceived as disruptive, disrespectful, offensive, belittling, threatening, or unsolicited is not appropriate. Bullying, offensive behaviour that intimidates, offends or humiliates because of age, race, gender, disability, religion or sexuality would be grounds for discipline. Bill 168 requires the Employer to prepare written policies dealing with workplace violence and harassment. Workers must be trained on these policies, which must be posted in conspicuous places in the workplace and reviewed by the Employer annually. All employees, including supervisors, guests and our education partners are held to these policies.

Please remember that if you have the unfortunate experience of a work-related injury, please report it to your supervisor and the Union Office. Also, if you submit medical to the Employer, PLEASE make sure the Union Office receives a copy as well. No injury is too small to report.

Yours in Solidarity,

Dennis Gibbs

Chairperson and Disability Representative

Bargaining Committee, Stewards:

Bob Montgomery

Kurt Badgley

Dan Fusco

Dan Mills

John Allan

Jeff Goodwin

Tom Simpson

Nino Scanga

Robin Fair

CUSTODIAL/MAINTENANCE - PUBLIC BOARD -

HEALTH AND SAFETY

February 2020

Hello everyone,

Well, we are almost half way through winter, and we have been lucky temperature and weather-wise. Hopefully we can get some more sunshine as the days continue to get longer. This time of year is difficult for many people due to the lack of daylight and the abundance of grey, dreary weather. Try to keep that in mind not only for yourself and your family, but also your coworkers.

At this time of the year, there's usually more work to be done daily; this is simply due to weather conditions. But this year especially, because of staffing shortages across the board, there's even more work to be done. Please try to remember your own health and safety when it comes to work, pace yourself and put YOU first. Try to work together as best possible, and keep the communication open with staff and administration so they are aware of any shortages staff or supply-wise. Document all instances and incidents. We are all only human, and the situation that is upon us is due to cause some stress. But remember, we can only control what we do, not what the system gives us.

Make sure your equipment is working properly and functioning as it should. It is meant to assist us, not hinder or cause us harm. If your equipment is causing issues, let your supervisor know and either get it repaired or replaced. Again, document any issues, and include them in your workplace inspection as it is part of the workplace.

Lastly, take time to review your general precautionary procedures as it is cold and flu season. The coronavirus, while not of any real concern at the moment, is being monitored daily. If you are asked to begin any unusual tasks around disinfecting, request discourse from management, and contact me at the Union Hall with your concerns. The same protocol applies to being asked to cover other sites due to an outbreak; the employer must disclose information and provide adequate PPE.

Yours in solidarity,

Dan Mills

Health and Safety Representative for
Custodial Maintenance CUPE 218

daniel.mills@cupe218.ca

905-571-7879

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

February 2020

Dear Sisters and Brothers,

Welcome to winter! Remember to stay healthy! I know that all the job actions certainly present many challenges i.e. “Work-to-Rule,” “rotating strikes” of different groups, but remember to just stay the course. Certainly do not do the job or tasks of the other bargaining groups. I know a number of you have been asked to attend to the kindergarten classes when Early Childhood Educators are away on a job action, we have assured the “Board” that when it comes to safety we will certainly support the students within those classes. If it is not a safety issue, comply and do the job requested, but let them know you will be contacting your union. Please continue to do your job, and that means if you are expected to attend staff meetings, unless otherwise instructed by your supervisor continue to do so. Supervisors (principals) are still expected to conduct normal school practises and procedures as they still have other staff to manage and that means Educational Assistants. Most principals request that all staff attend monthly meetings, and if that is over your normal workday, according to the hours of work list, they must reimburse your time with time. So if you attend 40 minutes over your normal workday, they must give you those 40 minutes back.

If you are able and you know that other education workers are out on job action, please participate to show your support for their cause. Their cause is our cause as we do have a “Me Too” clause, so when they gain, we gain. If you can’t join them, perhaps you can drop off snacks or politically support them on social media.

Labour Management

We had our Labour management meeting on January 28th with Bob Commozzi sitting in absentia for Gerry O’Reilly. This has been our third HR superintendent this year. However, Janine Bowyer did attend so it

was business as usual. We continue to work with the board on incident reporting with the goal of decreasing incidences. We will keep you informed as we work together to achieve safety for our members as well as our students.

In case you missed the memo dated January 14th:
Scheduled Unpaid Leave Plan (SULP) – CUPE EA

The Board has identified two (2) Professional Activity (PA) days in the 2019/2020 school year in which employees may request up to two (2) days under the SULP. For the current school year, designated PA days are April 3, 2020 and June 26, 2020.

All interested employees will be required to apply for the above-stated SULP, in writing, through an e-mail to:

- **Isabel Farrugia** (isabel.farrugia@dcdsb.ca) for all Ajax / Pickering Family of Schools;
- **Valerie Crossman** (valerie.crossman@dcdsb.ca) for all Whitby / Oshawa Family of Schools; and
- **Lina Goldsmith** (lina.goldsmith@dcdsb.ca) for all OMAC and Catholic Education Centre based staff.

It is expected that the employee requesting days under the SULP, will discuss the request with their immediate supervisor prior to making the request. The request for the SULP must be made no later than January 31, 2020. Approved leave days may not be cancelled or changed by the Board or the employee. For employees requesting and approved for a SULP day, the Board will deduct and remit the employee and employer contributions of OMERS pension premiums for an unpaid day. For employees covered by the Ontario Teachers’ Pension Plan (OTPP), the Board will remit pension contributions on the full regular salary.

EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

(Cont'd)

Health and Safety

We would be remiss if we also didn't mention the current status that the WHO has reported regarding the "Coronavirus." Yes they have upped its status, however people get ill from the flu or a severe cold on a more exponential scale than this virus. Just continue to follow good hygiene practices i.e. wash your hands, cover your mouth using your arm and not your hands. If you are really ill, then stay home sick until you are well. I realize it's difficult as we have students who never stay home even when they are sick, but we also have to look after ourselves!

I realize the following has been used but perhaps people have forgotten our preventative health tips and that the weather is fluctuating with temperatures in the warmer range, which has a direct influence on the increase of viruses and/or influenza:

- Hand washing or hand sanitizer as the kids we work usually show up with colds and never stay home
- Home remedies such as "oil of oregano" drops or EmergC packets taken as we 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. 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.

On the next page, you can find important information shared with us from our Health & Safety Representative Carrie Bosivert who attended training in Ottawa a week ago.

We want to give a big shout out and kudos to the EA's who work at St. Josephine Bakhita. On Tuesday February 4th, they joined the teaching staff outside Progressive Conservative MPP Rod Phillip's office in Ajax, to support them in their job action.



We finally have a dates for our first days of local bargaining, which are February 11th, March 3rd, 2020. We will keep you posted.

Our next AD HOC meeting is on Tuesday, February 8th.

We have no grievances at this time.

Please note: If you need support and it is for assistance with a question in our Collective Agreement you can ask anyone of us. However, if it is a safety issue or anything not in our Collective Agreement I need to know so please CC me into your inquiries at Maureen.cope@cupe218.ca or call the CUPE office. You can also email the office@cupe218.ca.

Remember, we are always here for you!

Maureen Cope
Bargaining Chair, Catholic Board
Educational Assistant
maureen.cope@cupe218.ca

Bargaining Committee

Carrie Boisvert - carrie.boisvert@cupe218.ca

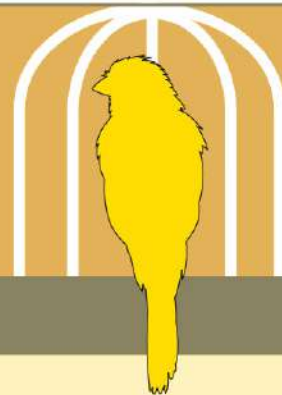
Bobbi Jo Agius - bobbijo.agius@cupe218.ca

Steward

Shelagh Cauchi - shelagh.cauchi@cupe218.ca

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

Refusing Unsafe Work



HEALTH AND SAFETY FACT SHEET

CUPE | Canadian Union
of Public Employees

The right to refuse unsafe work

is one of the three basic health and safety rights achieved by the labour movement, along with the right to know about the hazards in your workplace, and the right to participate in workplace health and safety decisions. While procedures and circumstances around the right to refuse may vary from province to province, just about all workers have the legal right to a healthy and safe workplace that allows (and in some provinces obligates) them to protect their own safety by refusing to perform work that they believe has the potential to harm themselves or others at the worksite.

How can I refuse unsafe work?

Exercising the right to refuse typically involves setting in motion a series of steps to resolve the unsafe or dangerous situation. While these steps vary slightly by jurisdiction, the following is a typical work refusal procedure:

1. Workers must report to their supervisor that they are refusing to perform work because they believe it is unsafe.
2. If the situation isn't immediately corrected, the worker, supervisor, and a health and safety committee member or worker representative investigates.
3. The worker can resume their work if the unsafe condition is resolved with mutual agreement.
4. If the condition is not resolved, a government health and safety inspector is called to investigate and provide a decision in writing.
5. If an inspector rules that there is no danger, then legally you must return to work and there may be discipline if you don't. But remember: no job is worth your life. If you truly feel that there is a danger to your life or risk of injury, continue to refuse, and seek help from your local.

Sections of legislation which refer to the right to refuse work in each jurisdiction

British Columbia	Workers' Compensation Act, Occupational Health and Safety Regulation Section 3.12 and 3.13
Alberta	Occupational Health and Safety Act Sections 35 and 36
Saskatchewan	Saskatchewan Employment Act Section 3-31
Manitoba	Workplace Safety and Health Act Sections 42 and 43
Ontario	Occupational Health and Safety Act Sections 43 to 50
Quebec	Act Respecting Occupational Health and Safety Sections 12 to 31
New Brunswick	Occupational Health and Safety Act Sections 19 to 23
Nova Scotia	Occupational Health and Safety Act Sections 43 to 45
Newfoundland and Labrador	Occupational Health and Safety Act Sections 45 to 49
Prince Edward Island	Occupational Health and Safety Act Sections 28 to 31
Canada	Canada Labour Code, Part II Sections 128 to 131

Can I be disciplined or fired for refusing to work or raising concerns?

You cannot be disciplined for complying with the legislation, and there are provisions in the law to protect you from reprisals. Also note, no other worker should be assigned to do the work unless they have been informed of the work refusal and the reasons for the refusal.

If your employer or supervisor takes actions, makes remarks, or implies that you will be disciplined for refusing unsafe work, contact your union immediately.

Right to refuse cards

CUPE has wallet-sized cards explaining the right to refuse process in your jurisdiction. They can be distributed to members in your local. To order, go to cupe.ca/health-and-safety

Who can help?

CUPE members with a safety concern should speak to their union steward or a union-appointed member of their health and safety committee. You can also contact your CUPE staff representative, who can put you in touch with a regional health and safety specialist.

For more information:

CUPE National Health and Safety Branch
1375 St-Laurent Boulevard
OTTAWA, ON K1G 0Z7

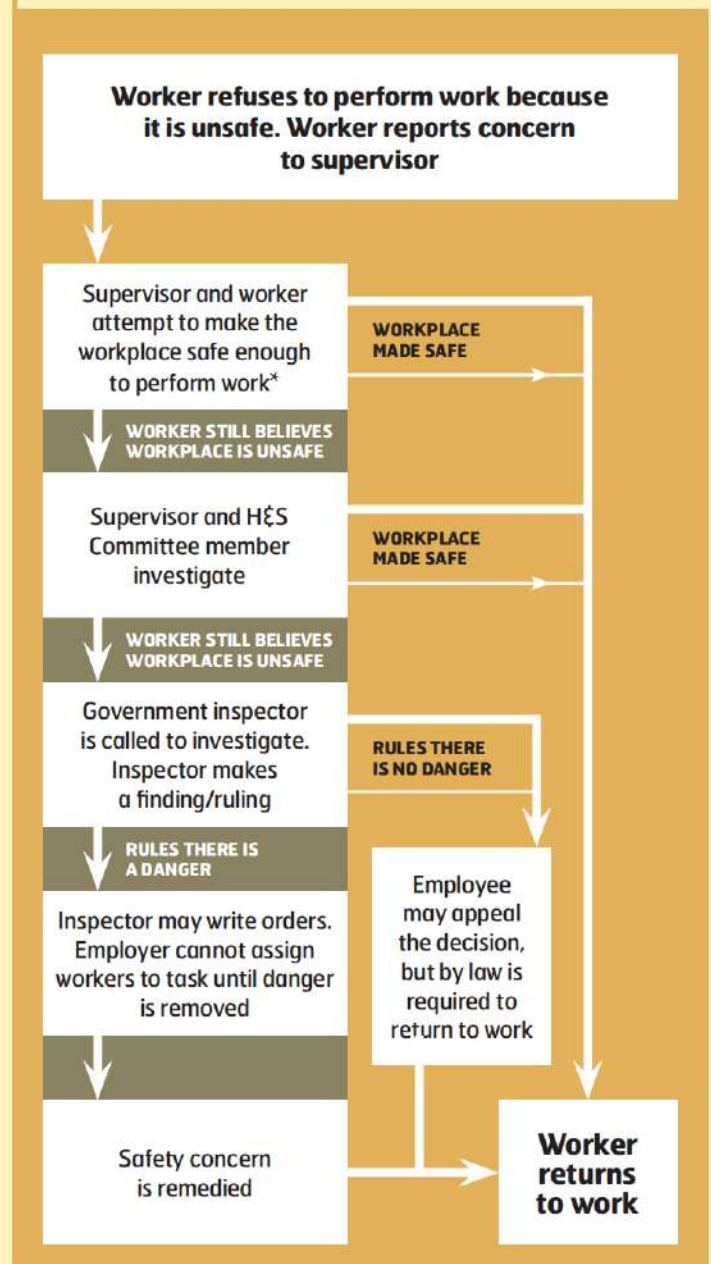
Tel: (613) 237-1590

Fax: (613) 237-5508

Email: health_safety@cupe.ca

Web: cupe.ca/health-and-safety

WORK REFUSAL PROCESS



*In Ontario and Quebec, the process begins in the next step. The member of the joint committee or a health and safety representative must be present for the initial investigation

Updated: March 2015
:te/cope 491

CHECK OUT OUR WEBSITE! cupe.ca/health-and-safety

• more fact sheets and guidelines on a wide range of topics • the latest health and safety news • The Canary: CUPE's health and safety newsletter

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

February 2020

All bargaining units are now heading into local bargaining! The EA/Outdoor Ed team had our first date of bargaining on Feb 6th. We will update you all when bargaining dates take place. In the meantime, we ask that all members please wear their Local 218 'Power of Purple' shirts and wristbands or something purple to show support for the team that is in bargaining that day. We still have some wristbands available. Please contact Sue at swilkinson@cupe218.ca and let her know if you would like one sent to you in the courier.

The EA stewards and bargaining team will be going to the OSBCU Convention and meeting with education workers from across the province on Feb. 24-28th. There will be updates on local bargaining: info about what is taking place with special education funds that were to be provided by the government, updates from the Benefit Trust and OMERS, as well as workshops and other info sessions that we will all be attending. We'll provide an update in the March Newsletter.

Collective Agreements

For answers to questions and other info, please read your collective agreements. If you don't have or can't find the copy that was given to you, it can be found in the 'CUPE 218 Members' Portal' at www.cupe218.ca or the DDSB website under 'Employee Relations,' providing you with the option to read, download or print a copy.

Supplies

During the teachers' strike actions, any supply on an LTA is required to go to work. Those working towards an LTA - you will not go to work, but your days will not go back to day 1. You will be paused for a day and continue the next day worked. Day-to-day or weekly etc. supplies will also not go into work, but will resume the next day.

Anytime, as a supply, that you are unavailable for work, please remember to book yourself as 'unavailable' for that day(s) in SFE.

Info for ALL EAs

When students have dropped to the floor, refuse to get off buses etc., do not pick them up. Wait them out until they are ready to get up, and call for assistance if needed. Do NOT transport any student when they are escalated. When transitioning students at any time, it is suggested that you not hold their hands. Use a transitional object. They would hold one side and you, the other.

If there has been an incident and you have filed a Violent Incident Report, please make sure that a debriefing has taken place. As well, depending on the type of incident, the BSP needs to be reviewed or, at the very least, the team needs to meet to discuss what measures are needed to assist and prevent another incident from taking place. You have a right to participate in these discussions. If no debrief has taken place, you have the right to request one. The Union would like to know if a debrief has not taken place.

EDUCATIONAL ASSISTANTS - PUBLIC BOARD

(Cont'd)

Contact Your Rep/Steward

Below is contact information for the rep/steward of your area and the school you work at.

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	CONTACT PERSON (REP)	CONTACT INFO
Ajax & Pickering Elementary Schools	Brandy Townson (Steward)	brandy.townson@cupe218.ca
Northern –Elementary Schools	Deb Kennelly (Steward)	deborah.kennelly@cupe218.ca
Oshawa Elementary (Adelaide Mclaughlin P.S.– Jeanne Sauve P.S.)	Fil Wylie (Steward)	filomena.wylie@cupe218.ca
Oshawa Elementary (Kedron P.S. – Woodcrest P.S.)	Sue Wilkinson (Rep and Office Contact For CUPE Email, Benefits and OTIP)	swilkinson@cupe218.ca
All High Schools	Tracey Lesperance (Rep)	tracey.lesperance@cupe218.ca
Supplies - Board Meetings and CUPE EA Collaborator	Glen Morrison (Rep)	gmorrison@cupe218.ca
Whitby Elementary Schools -Office / Disability Management Rep	Lori Richards (Chairperson)	lrichards@cupe218.ca

BE SOMEBODY WHO MAKES EVERYBODY FEEL LIKE A SOMEBODY! YOU ALL ARE AMAZING!

In Solidarity,

Bargaining Reps, Public Board

Sue Wilkinson, Glen Morrison and Tracey Lesperance

Stewards

Brandy Townson, Fil Wylie and Deb Kennelly

Chairperson/Disability Management Rep

Lori Richards

OFFICE/CLERICAL/TECHNICAL - PUBLIC BOARD

February 2020

Your CUPE Local 218 Office is located at 2080 Wentworth Street in Whitby. Join us at the next general membership meeting on **March 1st, 2020**.

Every adult is responsible for the safety of every child, but what a school secretary is not responsible for is the supervision of students for prolonged periods of time. If you feel your school administrator is taking advantage of your presence in the office by having students sit there with no supervising staff present, first speak to the administrator and let them know it is not your responsibility to supervise students. If the situation continues, inform your union representative.

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 supervisor authorization leads to the position 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, and know your rights.**

Our labour management meeting for January 8th was canceled, and we are waiting for another date. Labour management meetings are scheduled between management and your union committee to discuss issues in the workplace. If you have issues you would like brought up at labour management, please email or call your committee representative and discuss your concerns.

We have five grievances in right now - the most I think OCT has had! One is going to arbitration, two are at Step 1, and the other two have just been filed.

We finally have dates for local bargaining: February 7th, February 21st, and March 2nd.

Our next membership meeting is March 1st. I hope to see you there!

OCT Committee Contact Information

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

SECRETARIAL / CLERICAL / TECHNICAL STAFF

CATHOLIC BOARD

February 2020

Time marches on, and we are already into February! I am sure it has been a busy start to the new year for a lot of our members. With other education unions increasing their job action in an attempt to get the government to negotiate a fair deal, it is important that we remember to support them as much as we can. Get out and join them on the picket lines on your breaks or lunches. Please be supportive and patient while waiting to cross the picket lines.

Continuing on that note, we have some local bargaining dates set for this month. We have some key issues we wish to work on, and we have high hopes in bringing some welcome changes to our local agreement.

Our next Labour Management Meetings are scheduled for February 26th, 2020 and May 6th, 2020.

I have heard a number of questions about the concussion protocol training that many of us had to do recently. This training is mandated by the government in response to Rowan's Law. You can read more about concussion safety at the following website:

<http://www.edu.gov.on.ca/eng/healthyschools/concussion.html>

Another question I have been asked lately is about the supervision of students at the office. Every adult is responsible for the safety of every child, but we are not responsible for the supervision of students for prolonged periods of time. If you feel your school administrator is taking advantage of your presence in the office by having students sit alone without supervising staff, first speak to the administrator and let them know it is not your responsibility to supervise students. If the situation continues, inform your Union Rep.

If you go outside of your workplace to do work tasks – i.e. go to the bank - please stop going on your own time; you

should only be going during your work hours. This means you shouldn't go on your UNPAID lunch, or before or after work. This is still work and shouldn't be done on your own time.

If injured on the job, please make sure you report it to your Principal and/or Supervisor right away. 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 report any updates following. We are here to assist you when required, however, we can only do so when we are adequately 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 breaks and lunches away from your desk for a little peace and quiet.

Our next membership meeting is scheduled for **Sunday, March 1st, 2020 at 7 pm**. I hope to see you there!

Mike Morris
Chairperson
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Sandra Ribeiro-Dantas
Bargaining Committee
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Jennifer Del Gatto
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OTIP UPDATES

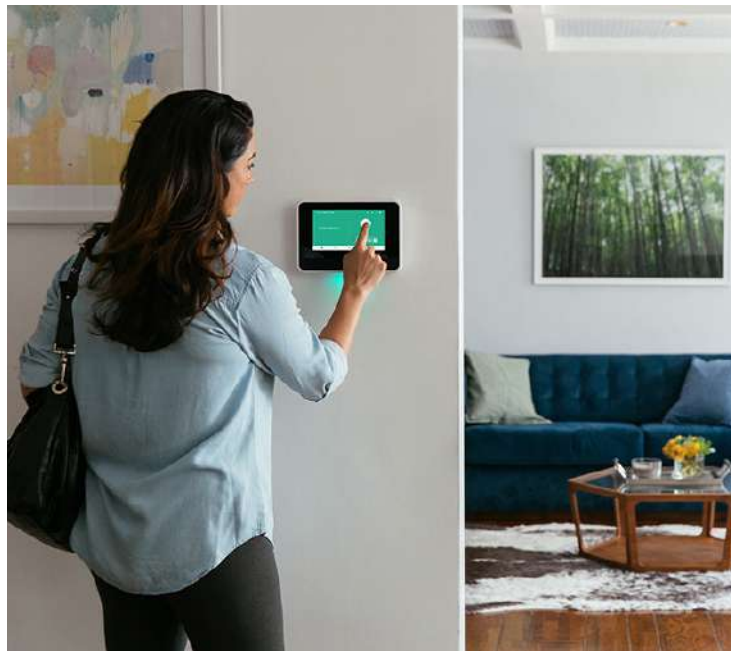
February 2020

If I'm not at fault in a car accident, do I have to pay my deductible?

If you're in a car accident and your insurance provider determines that you were not at fault, one of the first questions you probably have is "If it wasn't my fault, do I have to pay a deductible?" Although each situation is unique and there is no quick and easy answer, here are a few factors that can determine whether you will have to pay.

To learn more, click here:

www.otipinsurance.com/article59



How you can benefit from smart home technology

With recent advancements in technology, smart home devices have become more accessible to homeowners than ever before. Now you can control the temperature, locks or lighting in your home with the touch of a finger or simple voice command. Whether you're interested in enhancing your home security, saving money on your energy bills or expanding your home entertainment system, smart home technology can assist you.

To learn more, click here:

www.otipinsurance.com/article60

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.

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 font, "communities" in a smaller, blue font below it, and "Centre" in a bold, blue font at the bottom.