



**CUPE·218**  
DURHAM EDUCATION WORKERS

**NOVEMBER**

**NEWSLETTER**  
**2020**



**VOTE ON NOVEMBER 21<sup>ST</sup>!**

**ENSURE YOUR VOICE IS HEARD. VOTE TO ELECT YOUR NEXT UNION PRESIDENT ON NOVEMBER 21<sup>ST</sup>! LEARN MORE ABOUT OUR UPCOMING ELECTION, COVID-19 AND IMPACTS TO YOUR JOB AT: [WWW.CUPE218.CA](http://WWW.CUPE218.CA)**

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# PRESIDENT'S MESSAGE

NOVEMBER 2020

*Dear Sisters and Brothers,*

I hope everyone is enjoying the beautiful weather we have been having and that you have all been able to get out and enjoy it safely.

We have been bargaining with both Boards, but with some resistance from the Employers. We have filed for conciliation with the Ministry of Labour with both Boards. We are hoping the assistance of a third-party can help us move forward and achieve a collective agreement. Just so you know, we are not the only local in Ontario yet to achieve a collective agreement.


As we continue to live and work through this pandemic, please do not become complacent and let your guard down. Wave 2 of the virus has the potential to be worse than in the spring. Stay safe, everyone!

It is hard to believe that this is our last newsletter before the Christmas holiday and my last newsletter as your President. I have totally enjoyed my labour career every step of the way – all 40 years. From being your Vice President for 14 years and your President for the past six, it has been an honour and a privilege. When I got involved with the local in the late 80s, I set a goal for myself, and that goal was to become the President of this amazing local. I achieved that! Not only that, but the first President to be elected from the Catholic Board in the history of CUPE Local 218!

I'm truly going to miss working for you and with you. I have been blessed. In closing, thank you for allowing me this honour!

I wish you all the best in the years to come. Stay safe and God bless!

**In Solidarity,**



**Rod King**

President

CUPE Local 218

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# VICE-PRESIDENT'S MESSAGE

NOVEMBER 2020

*Dear Sisters and Brothers,*

I just want to take this time to introduce myself to all the members who may not know me.

My name is Sean Hebert, and I was acclaimed as Vice President of our local back at the beginning of October. For those who don't know what 'acclaimed' means, it means that no one else ran against me for the position of Vice President. There were three other members who were nominated, but they withdrew their name from consideration; this is how I was acclaimed as Vice President.

I have been on the Durham Catholic District School Board for over 24 years as a custodian and chief custodian. I was also on the maintenance staff for six of those years. I have been involved with the union for nine years now. I have been on the bargaining committee for eight of those years and have served as chair of custodial/maintenance for almost a year now. In my position as a union rep, I have been in a few committees working with the Board, such as on the Workload Committee and Disinfecting Committee. I have also served on the Health and Safety Committee for about four years and am part of the Ergonomics Committee. I hope all the years I have been with the Board and on committees will assist me in serving you in this role as Vice President.

I would like to congratulate all of the members who have been acclaimed into their committees! I look forward to working with all of you in the future. I just want to remind everyone of the presidency election. The election is taking place on Saturday, November 21<sup>st</sup>, 2020. Good luck to both candidates!

We are finally back to the bargaining table with both Boards and are hoping that we can get things moving forward with a deal in the near future. I want to thank all members for being patient during this time. It hasn't been a good situation for bargaining this time around with the Boards refusing to meet with all the groups together. They wanted to meet with us individually; doing things this way has taken more time, because there are a lot of common issues to deal with from all units.

We have been having issues lately with the Boards when it comes to taking time off during the waiting period for a COVID test for either yourself or a family member. The Boards are now taking it off your sick time for those days, and we believe it should not come off your sick time. If this is happening to you, we would like you to reach out to your union committee, so we can file grievances on the board for this time out of your sick bank. We are not happy with the Boards on the decisions they have made and would like to make them accountable for their actions. Please let your union reps know if this is happening; if you wish to file a grievance, then we will proceed with this.

Winter is coming, and the snowflakes will soon be falling. The white fluffy stuff is okay, but remember that many times, snow could disguise very icy conditions. This is where we run into slips, trips and falls season. No matter how hard our custodial staff work to keep things up to par inside and outside, we still need to take necessary precautions for our own personal safety. Make sure that you wear the proper footwear and clothing for upcoming days of cold weather and snowy days!

Both the DCDSB and the DDSB have EFAP programs if you or someone needs a little extra support! Most schools have information or posters with the number to call. The contact information can also be found on their websites. The program is completely confidential. The EFAP sheets for both Boards are included in this newsletter for your reference.

We are trying to get a general membership meeting organized, but it will be a virtual meeting. We are just trying to figure out the logistics of this meeting. Thank you for your patience!

*In Solidarity,*

**Sean Hebert**

**Vice President and Disability Rep**

**CUPE Local 218**

**shebert@cupe218.ca**



# Employee and Family Assistance Program (EFAP)

## Professional Support - Anytime, Always Confidential

Balanced living relies on total well-being. While stress is a normal part of life, it is important to recognise when situations create distraction or worry. Your EFAP provides local professional support and consultation to assist you in meeting day to day challenges. Any time, any day, you can contact the service for free.

### What is it all about?

Your EFAP is a **confidential and voluntary** support service that can help you take the first step toward change. You and your immediate family members (as defined in your employee benefit plan) can access immediate and confidential support in a way that is most suited to your preferences, comfort level and lifestyle.

### EFAP Services

Your call will be answered by a caring professional who can help you **choose a support option** that best suits your needs and learning style. If you are experiencing a crisis situation, you can speak to a counselor right away. Morneau Shepell counsellors are experienced **Masters level professionals** who will understand your concern and guide you to resolution.



with tips and tools to help plan and achieve your financial goals, especially during major life changes such as marriage, divorce or retirement. Learn what our experts have to say so that you can make smarter, more profitable financial decisions

### Counselling Modalities

**In-Person Counselling** is our traditional session format, ideal for families or couples who need interaction

**Telephonic Counselling** is convenient and ideal for time-restricted or travelling individuals

**Video Counselling** offers virtual face-to-face support, in the convenience and comfort of your home

**E-Counselling** via email exchange with a Counsellor is best suited for those most comfortable with written communication. It is also ideal for travelling individuals, providing support anywhere.

**First Chat** provides instant support with a Counsellor online, via [workhealthlife.com](http://workhealthlife.com)

**Health and Wellness Resources** are Text-based, self-directed can also be delivered directly to you.

### Worklife Services

In our increasingly fast-paced world, you may find it challenging to take care of yourself while balancing your responsibilities at work with your obligations at home. Your EFAP is here to help. We offer timely, professional assistance and support to help you manage all of life's complexities—be it issues with your Work, Health or Life.

**Family Support Services:** Dealing with family issues can sometimes be overwhelming. Fortunately, our Family Support Specialists can help you navigate through many of the challenges you and your family may be experiencing. Not every family is alike, so whether you need help selecting childcare or have questions about caring for older relatives, we're here to provide you with relevant information, resource referrals and education materials to improve your family's well-being.

**Financial Support Services:** Managing your money doesn't have to be complicated; with proper planning and advice, you can finally take control of your finances. Our financial experts provide you

**Legal Support Services:** When is it appropriate to involve a lawyer? What are my rights as a tenant? How are visitation rights and child support determined? If you're looking for answers to legal questions such as these, our legal professionals can provide you with expert, confidential advice to help you understand how the law applies to your specific situation. They can recommend options on possible courses of action and where necessary, refer you to a qualified lawyer for ongoing legal advice. By understanding the laws at hand, you'll be able to make more informed decisions.

**Health Support Services:** Maintaining a healthy, well-balanced lifestyle can be a challenge. Fortunately, our programs can help you achieve your goals. Our health professionals can answer questions and offer advice on weight management, eating for health and appropriate nutrition to manage a medical condition, manage symptoms of identified health conditions and natural healing strategies. They will provide you with suggestions on how to be and stay well through a more balanced lifestyle.

### Accessing the EFAP

Access your EFAP 24/7 by phone, web or mobile app.

**1.844.880.9142** TTY 1.877.338.0275

[workhealthlife.com](http://workhealthlife.com)

Download My EAP app now at your device app store or scan the QR code.





Let us help

## WorkLife Services

Professional advice and services to help you resolve a wide range of work, health and life concerns.

In our increasingly fast-paced world, you may find it challenging to take care of yourself while balancing your responsibilities at work with your obligations at home. In addition to counselling, your Employee and Family Assistance Program (EFAP) can help by offering you timely, professional assistance and support to manage all of life's stages and complexities.

WorkLife Services consist of the following:

### Family Support Services

- Daycare centres and after-school programs
- Seniors' accommodations and nursing homes
- Adoption services
- Caregiver support groups

### Financial Support Services

- Credit and debt management
- Budgeting
- Financial aspects of separation or divorce
- Retirement planning

### Legal Support Services

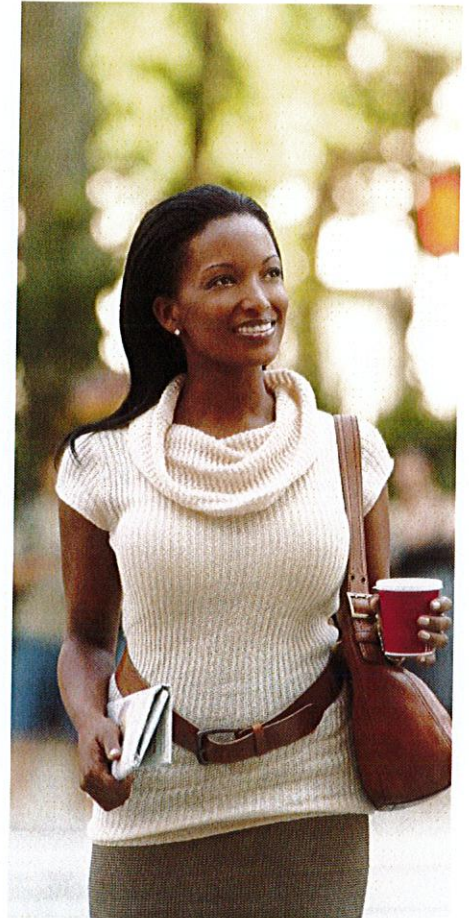
- Landlord and tenant issues
- Summons, warrants, and subpoenas
- Custody and child support
- Wills and estate planning

### Nutrition Support Services

- Weight loss/gain
- Boosting energy and stress resilience
- Healthy eating on the go
- Accommodating shift work

### Naturopathic Services

- Work-life balance
- Illness prevention
- Energy levels
- Midlife health changes



## How it works

WorkLife Services are provided through telephonic consultations with our professionals. Initial sessions may involve an assessment and education component and can include goal definition and action planning. Follow-up sessions ensure you are on track to achieving your goals.

Connect with us for confidential support or to learn more

Access the full suite of **WorkLife Services** to help you resolve work, health and life concerns through your EFAP.

For immediate assistance, contact us at **1.844.880.9142** or visit **workhealthlife.com**.



Download My EAP app now at your device app store or scan the QR code.



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# DISABILITY MANAGEMENT

NOVEMBER 2020

*Dear Sisters and Brothers,*

Just like that - we are already into November! Thank you to everyone who is participating in the upcoming election. Our voices matter, but also the respect we have for one other; let's show that we are all willing to work together to make CUPE 218 a united Local!

Your Disability Team continues to work hard every day, and I'm so proud of how committed and determined each of us are to ensure we serve our members to the best of our ability.

As always, if you have a workplace injury, please ensure you contact the CUPE Office, so we can answer any questions or concerns you may have. We cannot stress enough the importance of filling out all required paperwork and forwarding all significant information over to the CUPE Office, so we can assist you during this difficult process.

There have been many questions around COVID and what is required for each of the school Boards. As discussed in my last newsletter entry, if you are from the DDSB, you are required to self-assess; similarly, if you are exhibiting symptoms and are required to take a COVID test, you must notify your supervisor and [shortterm.absence@ddsb.ca](mailto:shortterm.absence@ddsb.ca).

Once you are symptom free, you must notify both the Board and Short-Term that you are symptom free and able to work, but cannot do so, because you are still awaiting the results of your COVID test. As long as your absence is because of COVID symptoms, you are not required to submit a doctor's note (if you are off for five days or more).

It is also important for you to keep your Supervisor and Short-Term aware of your circumstances (in terms of whether you are still awaiting results). Doing this will ease the transition into a return to work and ensure that the correct coding is recorded for your absence.

For the DCDSB, you are also required to self-assess. If you are exhibiting symptoms, you must log in to your SFE and complete the absence with the appropriate drop-down box. We have had

questions about the amount of time you can put in for an absence at once, as COVID centres are often telling members that results will take five days. As long as you are able to cancel your absence, you can put in for more than one day. This will help offer consistency for your schools, which – in turn – will help our co-workers and students. When you receive your COVID results, you must submit them to [COVIDTestResults@dcdsb.ca](mailto:COVIDTestResults@dcdsb.ca). You can also go on the board website and access Memo HRS20-21010 for additional information.

Both Boards are currently sending out LTD packages by email. If you have any questions about the package or need anything printed or sent off, please do not hesitate to contact the CUPE Office for assistance.

Stay safe and please VOTE!

**Yours in solidarity,**

**Carrie Boisvert**

Disability Coordinator

Public Board

**Lori Richards** - [Irichards@cupe218.ca](mailto:Irichards@cupe218.ca)

**Dennis Gibbs** - [dgibbs@cupe218.ca](mailto:dgibbs@cupe218.ca)

**Sean Hebert** - [shebert@cupe218.ca](mailto:shebert@cupe218.ca)

**Carrie Boisvert**

Disability Management Coordinator

905-571-7879

FAX 905-571-4102



# EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

NOVEMBER 2020

## *Hello everyone, and welcome to November!*

We made it two months and I, for one, am happy that we made it through relatively unscathed. I do hope you are all doing well and looking after yourselves both at work and at home. Please continue to follow the health protocols and guidelines (i.e. masking, gowning if necessary, and wear a face shield/goggles when necessary). We are hoping that the goggles ordered for EAs will arrive shortly. We have been told that supply shipments have to be ordered through the Ontario Government, so we are dependent on them for deliveries.

The in-climate weather is fast approaching, and we have had some extreme fluctuations in temperature, therefore forcing us all indoors. We realize that you have already been told to decrease your social bubble to -25% due to the numbers of COVID cases, so please follow the Ontario Health Guidelines so we can get back to normal.

## **Health Tips**

With the fluctuating weather from extreme high temperatures to very low, colds and flu will be on the rise. Ontario Health is recommending that we all get flu shots so we don't add to the numbers of COVID cases in the emergency rooms. I know I am repeating myself, but I use the following remedies when I start to feel the first signs of a cold or flu:

- EmergC has a 1000 mg of Vitamin C. Take it for a few days when you first have symptoms of a cold and it should help you recover quickly (Costco is the cheapest as you can purchase 90 packets}
- Oil of Oregano drops also work really well if used as soon as you feel symptoms coming on
- A dime-sized piece of ginger helps with stomach upset

## **Health & Safety**

When filling out your Parklane for an act of aggression, please ensure "aggression" is marked off as opposed to

"struck or contact by."

While we realize that this is repetitive information, there are still a number of EAs who are not reporting correctly. Some have not even marked off injury when there is clearly an incident that involved an injury and the injury box was visible. This does not reflect on you as an EA; it assists us with the tracking of incidents within the DCDSB. These records are important as **THEY DO GET TO US**, and we do read them. Some principals and/or vice principals have told you that these reports do nothing - or you cannot complete one unless they say you can. **WE** assure you that Student Services and Health and Safety track and support all issues/incidences. Both CUPE and the Board share a common goal of ensuring the safety of all staff and students.

## **Online Incident Reporting Support**

We had hoped to hold an in-service with all of you to instruct you in the proper protocol and criteria for filing out your reports. For reasons citing COVID-19, we will not be able to conduct this. However, when Carrie receives your incident report and it is not correctly filled out, she will reach out to our committee, so that we can contact you individually based on area. The areas are:

Oshawa/Port Perry – Shelaugh Cauchi

Whitby/Brooklyn – Carrie Boisvert

Ajax = Bobbi jo Agius

Pickering/Uxbridge/Beaverton – Maureen Cope

## **Bargaining**

Please see the CUPE Bargaining team letter re: "Conciliation," sent to you through your CUPE email and in the newsletter. We will continue to keep you updated on our progress throughout. We are hoping that - through conciliation - we can get a settled agreement.



# EDUCATIONAL ASSISTANTS - CATHOLIC BOARD

(Cont'd)

A Message from Superintendent Susie Lee-Fernandez:

*Dear Educational Assistants,*

*I hope that you are all doing well and managing with the new routines and protocols in your schools.*

*As mentioned last month, goggles have been ordered for each of you. We hope these will be delivered with November's PPE shipment from the Ministry. As a reminder, the face shield or the goggles should be worn in conjunction with masks when physical distancing cannot be maintained.*

*As you work closely with our students at the school level, I wanted to share that we are going to be engaging in broad consultations with students, parents/guardians and staff to inform our equity action plan and steps to address systemic barriers in our system. These consultations are starting at the secondary level and will then move to the elementary schools. Along with the consultations, we are hoping to offer professional development opportunities for staff on the topic of anti-Black discrimination and systemic barriers that exist within the education system.*

*Recognizing the challenges and unique stresses that accompany this school year, please remember to take time for your own physical and mental self-care.*

*Wishing you good health and a productive month ahead.*

*Susie*

## **Good News!**

A message from Mike O'Neil, Superintendent of Human Resources:

*Good morning. In recognition of the strains on all stakeholders in education during this unique year, the Province and Board are looking at ways we can ease the burden on our frontline workers.*

*As such, along with teachers and ECEs, we are putting a pause on evaluations of Educational Assistants for the 2020-21 school year. This does not mean that any performance-related issues will not be addressed, but*

*the regular yearly cycle of end of year appraisals will be paused for this year only.*

*We hope this will allow staff to continue to focus on the wellbeing and care of our students as they have always done.*

*Thanks*

**Mike O'Neil**

*Superintendent of Education*

*Human Resource Services*

*Durham Catholic District School Board*

## **Grievances**

We had a Step 1 meeting virtually with the Board for three (3) grievances. We are still awaiting the Board's response.

Don't forget to vote online for our next CUPE 218 President on November 21<sup>st</sup>!

We miss seeing you all! If you need us for anything, we can be reached at:

**Maureen Cope**

**Bargaining Chair, Catholic Board**

**Educational Assistant**

**maureen.cope@cupe218.ca**

**Bargaining Committee**

**Carrie Boisvert - [carrie.boisvert@cupe218.ca](mailto:carrie.boisvert@cupe218.ca)**

**Bobbi Jo Agius - [bobbijo.agius@cupe218.ca](mailto:bobbijo.agius@cupe218.ca)**

**Steward**

**Shelagh Cauchi - [shelagh.cauchi@cupe218.ca](mailto:shelagh.cauchi@cupe218.ca)**

*Keep in mind: 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.*

# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

## NOVEMBER 2020

This may be the last newsletter of 2020! On behalf of the EA Committee, all educational assistants and outdoor ed, we would like to wish Rod King a wonderful retirement; enjoy your next adventure, wherever it may take you!

This is going to be a short newsletter entry; during this time, we are working on getting more information out to you all via your CUPE emails.

**Please contact the rep or steward for the area your school is located in.**

### 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.

*Please feel free to save or print this chart out for your reference!*

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

This has been an exceptionally busy year with many changes, concerns, bargaining, and a variety of other meetings. We apologize; many times, we have gotten behind in our replies. Please call again to speak with the rep or steward for the school you work at or resend your email. We also ask that you ensure you are using the correct email address; we are not permitted to use the DDSB system for any union questions or concerns.



# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

(Cont'd)

It seems like there are constant changes, fears and questions that we are trying to work through with the Board, and there are many times they have not been able to provide us with answers right away. It's frustrating to all, but we will eventually succeed in getting the answers we're looking for!

**Take care and stay safe!**

**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**

# EDUCATIONAL ASSISTANTS - PUBLIC BOARD

## HEALTH & SAFETY

NOVEMBER 2020

I would like to start this month off with some statistics.

- DDSB reported 2855 Employee Violent Incidents between Sept. 1-Feb. 29/20
- 1821 or 64% were reported by EAs
- 46 involved lost time to aggression
- 20 were due to being struck

DDSB has said that the number of incidents were down from previous years.

### Does this sound correct to you?

We all know we are dealing with more violence now than we ever have. But why don't the numbers reflect this?

If it is not reported, then it never happened. If all the boxes are not checked and all the reports not completed, then the incident is minimized.

I have received over 300 Violent Incident Reports since September. Last month, I included a chart that explained which forms to complete depending on the incident. I would encourage everyone to print a copy and keep it for reference.

**Safe Schools** forms should be completed **EVERY TIME** there is violence in the workplace. This form is in the Employee Self-Serve on the DDSB website.

**Parklane Reports** or WSIB Injury reports should be done for **ALL** injuries. Parklane Reports should be filed any time you are hurt, require first aid (ice, clean a wound), are bruised, have a bite or scratch that breaks the skin or need to seek medical attention.

**WSIB Exposure Forms** are not being completed. I am seeing a lot of biting, spitting and scratching. Please complete an Exposure Form!

Some of you might think, "I don't have time," "they didn't mean it," or "I don't want to get them in trouble." But look at it this way; if it's not addressed and reported, then that student may not get the help or services they need. Another co-worker could also potentially become injured because the situation was not reported and dealt with as it initially should have been.

If you are unsure or have questions about any of these forms, please reach out to your union steward, and they will be happy to walk you through the process.

Finally, I would like to say that each and every one of you should be very proud of the work you are doing! **You are essential** - to the students, teachers, parents, colleagues and communities you support. You show up every day and provide a service that is so important.

Thank you from all of us at CUPE 218!

**Stay positive and stay safe!**

**Tracey Lesperance**

Health and Safety Representative

Educational Assistants Steward/Bargaining Representative

[tracey.lesperance@cupe218.ca](mailto:tracey.lesperance@cupe218.ca)



# LINC / ESL - CATHOLIC BOARD

NOVEMBER 2020

It is with regret that conciliation needs to be implemented. The DCDSB has not been responsive to our requests, but we hope that conciliation will be the means by which to evoke action and ratification. The DCDSB LINC/ESL group is still waiting to ratify their first collective agreement. Linda Mercak and CUPE continue to help us understand the process as we are still getting our feet wet in union procedures.

Despite the interruptions of COVID-19, the Board should be more responsive to the needs of its Con Ed LINC/ESL employees. We unfortunately do not have an advocate, which is one reason why the LINC/ESL teachers decided to unionize. This lack of support led us to look elsewhere for assistance and an advocate, which we found in CUPE. We stand in solidarity with our other groups to ensure the Employer fulfils their responsibility of providing a fair and respectful work environment for all. In these uncertain times, we still have hope in success prevailing – and finally ratifying our first agreement!

Thank you,



Thank you,

## Bargaining Team

**Tracy Gill** - [tracy.gill@cupe218.ca](mailto:tracy.gill@cupe218.ca)

**Katherine Sanchez** - [katherine.sanchez@cupe218.ca](mailto:katherine.sanchez@cupe218.ca)

**Sajida Aaron** - [sajida.aaron@cupe218.ca](mailto:sajida.aaron@cupe218.ca)

# CONTINUING EDUCATION - PUBLIC BOARD

NOVEMBER 2020

I hope you and your family are safe and well and finding some peace and joy during this challenging time.

The election for a new local president and various other positions is coming up on November 21<sup>st</sup>. I hope you have all filled out your Members in Good Standing form. This is necessary in order to allow you to vote in the online election. If you need any more information, details about the election have been posted on our Local website ([www.cupe218.ca](http://www.cupe218.ca)).

We are happy to report that all three members of our Con Ed Bargaining Committee have allowed their names to stand and will be continuing in their roles.

Bargaining has finally resumed. We have had two bargaining days with the Board in the last several weeks and were able to move ahead on a number of issues that are common to all our CUPE committees. We hope we can soon begin to bargain on issues specific to our Con Ed Unit. Check your email or the CUPE website for further updates.

Issues around living and working through a pandemic – plus many changes in our department – have made for a stressful time. We have received a number of questions regarding day-to-day tasks and routines. We have reached out to administration with your concerns and are waiting for a response.

Remember, we're all doing the best we can. Especially at this time, it is important to work together, stay safe and take care of yourself!

## On behalf of your Con Ed Team:

**Jane Batterink**

Bargaining Chair, Public Board

Continuing Education

Your Bargaining Committee:

**Jane Batterink** - [jbatterink@cupe218.ca](mailto:jbatterink@cupe218.ca)

**Darlene Sasseville** - [darlene.sasseville@cupe.ca](mailto:darlene.sasseville@cupe.ca)

**Judy White** - [judy.white@cupe218.ca](mailto:judy.white@cupe218.ca)



# SECRETARIAL / CLERICAL / TECHNICAL CATHOLIC BOARD

NOVEMBER 2020

As we move towards the winter weather, I hope everyone is able to take some time to wind down and find a few moments where you can relax and catch your breath. If you are going to be spending time with family and friends, please do it safely – not only for yourself and your family, but for everyone else as well.

This year continues to be a struggle for many of us at work. The Board has gone ahead with school staffing changes according to the staffing formula despite all of our arguments against it. We know everyone is overworked and underpaid. I also understand how many of us continue to go above and beyond for our schools and other locations within the Board. I understand that desire, but this year, there does not seem to be recognition of that from the Board.

When we point out the hardships and pressures that are being felt by our group, the response we get is, *“it’s hard on everyone.”* It is. I don’t disagree, but there is a very large distinction between someone earning \$120,000+ working through lunches and after hours compared to someone earning \$50,000 and doing the same thing.

We NEED to stop doing anything that is not on paid time. That means no more working through breaks or lunches. When your day ends, you drop whatever you were doing and go home. It can wait until tomorrow. I know the work will still be there the next day, but the next day, you only have another 7-8 hours. The only way we can get the support we need is by letting things start to fall by the wayside. We need to show them that there is an impact when they pull a 0.5 or 1.0 from a school. We only work 7-8 hours a day depending on position. It’s time to stop doing 9-10 hours of work a day for free. If you want to work overtime, make sure you have it approved in advance and in **WRITING**. If you are asked how you used to get it all done but are now unable to, you can tell them – *“I’m not working on my breaks, lunches or after hours for free anymore.”*

I know this is a tough ask for all of us, but the longer we keep working for free, the more it shows the Board they don’t actually need to keep adequate staffing levels at our schools. There just isn’t recognition from the Board administration that

highlights how much work our members do and how much we do on our own time.

We had a labour management meeting on October 15th, and we have meetings scheduled for the following dates: December 8th, February 9th and May 11<sup>th</sup>

We are working to try to set up a virtual membership meeting and perhaps an SCT unit virtual meeting. We will share more details as they become available.

By now, I’m sure most of you have heard that bargaining is not going well. A bargaining update was sent out to the membership on November 3<sup>rd</sup>. If you have not yet read it, please do. Please also see the bargaining update information, located elsewhere in this newsletter, for other important information.

I hope all of you are able to vote in the upcoming election for the SCT group (you would have had to fill in the Member in Good Standing form by November 3<sup>rd</sup>). The election is being held online, so please be sure to check your CUPE email for pertinent information.

I wish all of you a safe, healthy and happy holiday season.

**Mike Morris**  
Chairperson  
[mmorris@cupe218.ca](mailto:mmorris@cupe218.ca)

**Sandra Ribeiro-Dantas**  
Bargaining Committee  
[sandra.dantas@cupe218.ca](mailto:sandra.dantas@cupe218.ca)

**Jennifer Del Gatto**  
Bargaining Committee  
[jennifer.delgatto@cupe218.ca](mailto:jennifer.delgatto@cupe218.ca)

# OFFICE/CLERICAL/TECHNICAL - PUBLIC BOARD

NOVEMBER 2020

Hello to everyone! Hope you are all staying safe.

## ELECTIONS:

We are having elections on November 21<sup>st</sup>, 2020; please remember to vote online.

## BARGAINING:

Now that start-up is out of the way, we are starting to get more dates for bargaining. OCT will be bargaining in November; we are hoping to get more dates soon.

## GRIEVANCES

We currently have five (5) grievances; we have a date for one to go to arbitration in December. This has been on the docket for over a year, and I hate to think that the timelines may not be met due to COVID.

## WHAT IS MY RESPONSIBILITY?

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 while the supervising staff are nowhere to be seen, 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.

## JOB VACANCIES

We need your help! If you know of an OCT CUPE position that has been vacated but not posted,

please let your union rep know! We are not always aware of all vacancies and can't do anything when we don't know about it.

## SOCIAL MEDIA

Please be careful of what you post on social media, what you say, or pictures you post. Once it's posted, it's out there! If you have any issues or concerns, please get a hold of one of your bargaining committee members or myself as your chairperson. We are here to help you, so please don't hesitate to speak out!

## CUPE E-MAIL

It is my understanding that some members have not yet initiated their CUPE email account. It is really important for everyone to do so. Bargaining or other pertinent information is shared through this account. In 'Settings,' you are able to set this account up to automatically transfer emails to your personal account. If you are having difficulty getting set up, please contact the Union Office.

As for using email, please **DO NOT** use your Board email or contact your rep through the Board's email system. Please use your personal or CUPE email to contact your rep at the email address listed below.

As this is the last newsletter of the year, I would like to wish everyone a Merry Christmas and a happy and safe New Year.

**OCT Committee Contact Information** If you have any questions or concerns, please email your OCT Rep.

OCT Chairperson	<b>Karen White</b>	<a href="mailto:kwhite@cupe218.ca">kwhite@cupe218.ca</a>
Education Centre Rep	<b>Leeann Finlay</b>	<a href="mailto:leanne.finlay@cupe218.ca">leanne.finlay@cupe218.ca</a>
Elementary Schools Rep	<b>Allison Petty</b>	<a href="mailto:allison.petty@cupe218.ca">allison.petty@cupe218.ca</a>
Secondary Schools Rep	<b>Antony Nembhard</b>	<a href="mailto:antony.nembhard@cupe218.ca">antony.nembhard@cupe218.ca</a>



# CUSTODIAL / MAINTENANCE - CATHOLIC BOARD

NOVEMBER 2020

*Dear Sisters and Brothers,*

I hope everyone had a nice time over Thanksgiving, even though it may have been with reduced numbers. As we are quickly approaching Christmas, the school year is well underway. All of the new cleaning protocols are now part of everyone's day as we settle into new, but busy routines. Please keep in mind that the Cleaning Protocol Procedure is a living document, and if you have any questions or suggestions, please feel free to contact Sean Hebert, Jerry Hanley or David Slater to discuss them.

If you haven't already heard, please join me in congratulating Brother Sean Hebert to his new role as Vice President. I have known Sean for a number of years now, and I know he will do well in his new position. Sean brings sincerity, honesty, dedication, drive and knowledge to the table. Congrats Sean!!

At this time, we have seven (7) personal grievances waiting to be heard by the Board and 5 policy grievances that are awaiting a response from the Board.

By now, you should have received information about bargaining in your CUPE email. As we have not been able to reach a mutual agreement, we have filed for conciliation so a final agreement can hopefully be reached. We will keep you posted about this, so check your CUPE email as often as possible.

If you do not have access to your CUPE 218 email, please be sure to contact Sue Wilkinson at the Union Office ([swilkinson@cupe218.ca](mailto:swilkinson@cupe218.ca)) for your login information; this information will give you access to both your email and the members' area of our website. We encourage you to log in so that you have access to the latest updates concerning your union.

Please also keep in mind that if you have been injured on or off the job, it is important to keep the union office informed.

Please contact one of your 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 meetings to hear what is happening with our union and school boards.

**In solidarity,**

**Sean Hebert** - [shebert@cupe218.ca](mailto:shebert@cupe218.ca)

**Natalie Melich** - [nmelich@cupe218.ca](mailto:nmelich@cupe218.ca)

**Dave Slater** - [dslater@cupe218.ca](mailto:dslater@cupe218.ca)

**Eric Publow** - [eric.publow@cupe218.ca](mailto:eric.publow@cupe218.ca)

# CUSTODIAL / MAINTENANCE - PUBLIC BOARD

NOVEMBER 2020

*Dear Sisters and Brothers,*

It's hard to believe that this will be our last newsletter before the Christmas break. The Committee and I would like to take this opportunity to wish you and your families a safe and enjoyable holiday. Please take some time to reflect and enjoy the spirit of Christmas.

We have had a few days of bargaining for Common Language amongst all the Public Board units. Sadly, there was little to almost no movement from the Employer. At this time, we have booked dates for local and individual unit bargaining. I am hopeful that the Employer will come to the bargaining table with the intention of working collaboratively. I truly appreciate the patience and understanding that all of you have shown, and we understand that everyone is very eager to ratify a contract with the Employer.

Bargaining over the years has undergone many changes. For some time now, we have had the OSBCU – formerly the OSBCC – as our bargaining agent with the government. They negotiate items like wages, benefits and job security. Every Local was given the choice if they wanted to bargain concurrently or sequentially. Concurrent bargaining would mean that the Local would be at the local bargaining table during the same timeframe the OSBCU bargains centrally with the government. Sequential bargaining would mean that the Local would wait until the OSBCU has ratified the Central Agreement. Local 218 had decided to wait until the OSBCU had ratified at the central table. Once we ratified at the central table, the Local gave the Employer 'Notice to Bargain.' At this point, the Union meets with the Employer to discuss ground rules and exchange proposals. It was agreed upon by both Employers that Common Language would be discussed first and that we would then move into individual unit bargaining, which is where we are at now.

In my prior newsletter, I had mentioned uniform vouchers. Once again, the Employer neglected to get the vouchers out on time. I had to put the

Employer on notice that a grievance would be filed by the end of the day on October 30<sup>th</sup>. The employer started distributing the vouchers on October 30<sup>th</sup>, late in the afternoon. The Employer's response as to why the vouchers were late coming out was because the REF, which is a request for pricing had expired with Mark's Work Warehouse. The process for the approval of funds is lengthy and wasn't expected to take this long. The Employer has ensured me that now the contract with Mark's Work Warehouse has been resigned, there should not be a delay with members receiving their vouchers on time. Now, can Mark's get our merchandise to us on time? The answer was to contact Custodial Management if there are any concerns, and they will deal with it.

At this time, we have 37 grievances. Seven (7) are in abeyance, three (3) are at the Step II Process, 20 are being brought forward to the executive to be approved to proceed with arbitration, five (5) have been approved to proceed with arbitration, and the last two (2) are being requested to be approved to be filed as a Section 49. These grievances were filed for violations in the way of Postings, Vacation, Sick Time, the Return-to-Work Process and Quarantine Wording.

Brother Dan Mills, our Health and Safety Representative, and I have been working on the unfair workload that the DDSB has delegated to their employees. We find it disheartening that the Employer has no problem putting a workload on their employees that could cause them possible injury or have them work at a pace that could be unsafe.

On a daily basis, the members of the Custodial Maintenance Unit go above and beyond, achieving unbelievable quantities of work, but with no appreciation. It is a proven fact that ALL members of CUPE Local 218 take pride in the quality of work that they provide; it is disrespectful and shameful that they are taken advantage of. You might be contacted by a member of the Committee, requesting some information regarding your workplace.

# CUSTODIAL / MAINTENANCE - PUBLIC BOARD

(Cont'd)

PLEASE remember not to start before your scheduled shift. Do not stay after the end of your shift, take all breaks and work at a safe pace. If there are duties that you are not able to complete, please contact your Chief and/or Supervisor to make them aware. Just doing these few things – that are your right – will help to properly schedule the number of working ours that are needed.

The Committee and I would like to congratulate Brother Sean Hebert on his new position as our Local's Vice President. Brother Hebert's prior position was the Chairperson of the Catholic Board Custodial Maintenance Unit. In the short time that Brother Hebert has been working out of our office, we have made significant improvements because of our team approach and our mutual belief of uniting this Local.

Some time back, I met a person who helped me look at my life and career with CUPE Local 218 in a way that I never thought I would. This person was there for me as well as many others – always giving, but never taking. I can't remember a time that Brother Rod King didn't have everyone around him in stitches. It has been my pleasure to work with him and to call him my friend. If you are not aware, Brother Rod has decided to retire (again). Please join me in thanking Brother Rod King and wishing him the best of luck in his retirement.

Please remember: if you have the unfortunate experience of a work-related injury, please report it to your Supervisor and to Carrie Boisvert, our Disability Coordinator at the Union Office. Also, if you submit medical to the Employer, please make sure Carrie or I receive a copy as well. No injury is too small to report!

**Yours in Solidarity,**

**Dennis Gibbs**

Chairperson and Disability Representative

[dgibbs@cupe218.ca](mailto:dgibbs@cupe218.ca)

**Bargaining Committee, Stewards:**

**Bob Montgomery** - [bmontgomery@cupe218.ca](mailto:bmontgomery@cupe218.ca)

**Kurt Badgley** - [kbadgley@cupe218.ca](mailto:kbadgley@cupe218.ca)

**Dan Fusco** - [dan.fusco@cupe218.ca](mailto:dan.fusco@cupe218.ca)

**Dan Mills Health and Safety Rep.** - [daniel.mills@cupe218.ca](mailto:daniel.mills@cupe218.ca)

**John Allan** - [john.allan@cupe218.ca](mailto:john.allan@cupe218.ca)

**Jeff Goodwin** - [jgoodwin@cupe218.ca](mailto:jgoodwin@cupe218.ca)

**Robin Fair** - [robin.fair@cupe218.ca](mailto:robin.fair@cupe218.ca)



# CUSTODIAL / MAINTENANCE PUBLIC BOARD -

## HEALTH & SAFETY

NOVEMBER 2020

Hello to all Brothers and Sisters!

Let me start off by saying thank you for all you do in keeping the schools safe. I feel it needs to be said, because the media seems to think it is only the teachers and admin. I know different and am so proud to be a part of this unit!

I cannot believe we are in November already. This is the month to remember and give thanks to all the men and women who served and sacrificed their lives to allow us the freedoms and rights we have today.

There have been a lot of issues raised by custodial members at many sites with not being notified or being the last ones to be notified. I find this very upsetting, seeing we are the ones that are going above and beyond to ensure the safety of both the students and staff in our buildings. You will see that it is the Supervisor's responsibility to inform us of any hazard/danger in the workplace. I have reached out to the Health and Safety Department, and there was a glitch in the school's staff email system, which was being used in the schools to notify staff. The custodial department was unfortunately not included. It is my understanding that this has been corrected and that messaging has been sent out to remind admin to be sure we are adequately notified. Thank you to our Brothers and Sisters for doing that! If this is still an issue, please contact me via email, so it can be dealt with immediately.

There has also been confusion around the workplace inspection system this year due to the

inspection that was sent out in September. The inspection was a follow-up from late spring, as well as a COVID pre-start inspection. The regularly scheduled inspections **WERE** and **ARE** still required to be completed. I have also received complaints about this. Again, it comes down to the workplace Supervisor ensuring the methods, plans, and equipment are in place and followed.

We – as workers – do have a right report our concerns, and it is the Supervisor's responsibility to take the issues forward to be fixed once they are identified. This includes the wearing of PPE provided to all staff, as it must be worn as prescribed. If you are having issues with this – again, please e-mail me. By the time you read this, we will truly know how the Ministry of Labour looks at this whole situation with a mass-work refusal in the Toronto District School Board.

It just truly amazes me how all the rules are bent to open and keep schools open, and the power of the OHSA is ignored.

### **Duties of Supervisor**

27 (1) A supervisor shall ensure that a worker,

- (a) works in the manner and with the protective devices, measures and procedures required by this Act and the regulations; and
- (b) uses or wears the equipment, protective devices or clothing that the worker's employer requires to be used or worn.

# CUSTODIAL / MAINTENANCE PUBLIC BOARD -

## HEALTH & SAFETY (Cont'd)

### Additional duties of supervisor

(2) Without limiting the duty imposed by subsection (1), a supervisor shall,

(a) advise a worker of the existence of any potential or actual danger to the health or safety of the worker of which the supervisor is aware;

(b) where so prescribed, provide a worker with written instructions as to the measures and procedures to be taken for protection of the worker; and

(c) take every precaution reasonable in the circumstances for the protection of a worker.  
R.S.O. 1990, c. O.1, s. 27

One last thing to be sure of is to check your grounds for any uneven ground and keep record of it. Before we know it, the snow, ice and salt will be here. Being proactive that way will result in less possible injuries. We are still trying to get a clear direction on priorities before the snow arrives. From the lists that have been sent out, my thoughts through a safety lens would be that snow in the most immediate areas, such as the daycare, busing and main entries get completed, and then the required disinfection and paperwork; however, it is ultimately the Supervisor/Employer's call.

If you have any questions or concerns, please contact me at [daniel.mills@cupe218.ca](mailto:daniel.mills@cupe218.ca) or 905-571-7879.

Please put your health and safety first! Also remember to keep documenting as it shows the IRS required if we need to call the Ministry of Labour.

**Dan Mills**  
Custodial Maintenance  
Health and Safety

“See you along the path”



### **How growing or using recreational marijuana may impact your home insurance.**

The consumption, possession and growing of recreational cannabis was legalized in Canada in late 2018. While the legalization of recreational cannabis is still quite new, many Canadians are starting to wonder how this change may impact their home insurance premiums or their ability to secure coverage.

Learn more at: [www.otipinsurance.com/article86](http://www.otipinsurance.com/article86)



### **Driving in the rain? How to avoid hydroplaning and control your vehicle.**

Hydroplaning occurs when a layer of water comes between your car's tires and the road, causing your car to skid or slide across a wet surface. Even for the most experienced driver, this loss of steering and braking control can be a terrifying experience with potentially disastrous consequences.

Learn more at: [www.otipinsurance.com/article85](http://www.otipinsurance.com/article85)



# 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](mailto:swilkinson@cupe218.ca) to request yours today!

The logo for Edvantage, featuring the word "Edvantage" in a red, stylized font where the "E" and "d" are connected.

## Oshawa Tribute Centre

As a CUPE 218 member, you can get exclusive discounts for events at the Oshawa Tribute Centre! Visit the Members' Portal to take advantage of the discounts available to members.

Don't have a CUPE 218 Members' Portal account?  
Contact Sue Wilkinson at [swilkinson@cupe218.ca](mailto:swilkinson@cupe218.ca) to gain access.

The logo for Tribute communities Centre, with "Tribute" in a large, bold, blue serif font, "communities" in a smaller, blue sans-serif font below it, and "Centre" in a bold, blue sans-serif font at the bottom.