



January 2021 Newsletter

The next GMM will be held Sunday January 24, 2021 at 7 pm

Zoom Meeting ID **912 8668 6927**

Passcode **761423**

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January 2021

President's Message

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Whitby, ON, L1N 8W9

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Fax Number **905-571-4102**

E-mail **office@cupe218.ca**

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Dear Sisters and Brothers,

Happy New Year! Another year has come and gone. Let's hope this year is better than last year.

This past year has been a trying year for all Members. Yet, through the greatest challenges we faced, our members have once again come together to provide a service like no other.

I would like to thank everyone for their support in electing me as President. It is an honour to hold this position and I look forward to working with the Executive and the Committees of both DCDSB and DDSB. I would also like to congratulate all the Members who were elected or acclaimed to the various committees.

The OSBCU is continuing to advocate for all education workers with regards to child care, pandemic pay and Health & Safety. A key piece as we move forward is the knowledge that this is not the lockdown of March 2020. The government has imposed the Public Health measure of grey zone on the entire province for a period. Normally, in grey zones, schools would be open. During this time, the schools will be closed for public access. Naturally, this situation has brought forth many concerns by members regarding their health and safety should they be required to be on site in a school. We urge Members to remember that the same health and safety rules apply as they did on December 18th. While the reduction in staff present at the schools should allow for easier social distancing, it is important to note that if there are concerns, these concerns must be addressed to the worker's supervisors and here at the Union office. Please rest assure that both the OSBCU and your local Union representatives are continuing to advocate for all Members of Local 218.

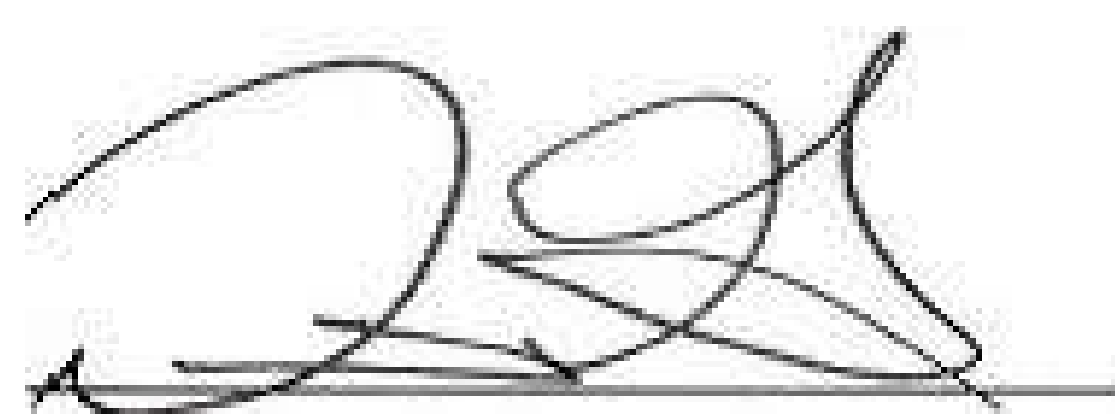
Education Minister, Steven Lecce, announced on January 9th that Emergency Childcare is being extended to Education workers who are required to attend schools in-person to support students with special education needs who cannot be accommodated through remote learning. If you have a student that has returned and does not fall within the noted criteria, please contact the Union office.

The bargaining teams at the Durham Catholic District School Board have been at the table with the help of a conciliator. Although much has been discussed, there is still push back from the Employer in many ways. We have one more day scheduled for the LINC ESL unit but at this time, no other dates have been scheduled. The bargaining teams at the Durham District School Board are scheduled to get back to the bargaining table this month but like the DCDSB, they also will have a conciliator present. Please continue to view our Local's website for updates and special virtual meetings.

By the time you view this message we will have some Sisters and Brothers back in brick-and-mortar schools. A letter of concerns regarding the return to work has been sent to both DCDSB and DDSB. It is my responsibility as your President to have the best interests of all Members in mind but we have to try to remember what the student's needs are. I would hope that both Employer's would exhaust every resource before allowing students and Members back into brick-and-mortar buildings. Health and safety must be paramount at all times. I have scheduled a meeting with the Local's Healthy and Safety representatives to strategize. If you have any questions or concerns please do not hesitate to contact the Union office.

Our next General Membership meeting will be held virtually on Sunday January 24th at 7pm. Details on how to attend will be forwarded to your CUPE email.

In Solidarity,



Dennis Gibbs
President
CUPE Local 218

January 2021

Vice-President's Message

2080 Wentworth Street
Whitby, ON, L1N 8W9

Phone Number [905-571-7879](tel:905-571-7879)

Toll Free [1-877-571-0218](tel:1-877-571-0218)

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E-mail office@cupe218.ca

Website www.cupe218.ca

Dear Sisters and Brothers,

I just want to take this time to Welcome, everyone back from the Christmas break. I hope you were able to take some time to rest during the holidays. All of you deserve a big round of applause for all the extra work that you have been putting in over the last four and half months. I believe with all your extra efforts during this time it has prevented both boards from having any major outbreak in our schools. Keep up the good work and remember we only have two hands to get things done and looked after.

I want to take time this to Congratulate Dennis Gibbs on being elected in to the presidency of our local. I look forward to working with you and we have our work cut out for us with both employers. I also want to congratulate the members that were elected in for the SCT group for the DCDSB. I look forward to working with all of you.

We have been meeting with both boards over the last 2 months at the bargaining table. The negotiating process is different than other times but we are moving slowly on both boards. We have some dates lined up for January to meet and negotiate with both boards and the conciliator. Hopefully we will be able to reach a deal in the near future.

We are still having issues with the DCDSB with using sick days while waiting for COVID test for either yourself or family member. We have filed several grievances for this situation and have been declined at Step 1 grievance but we are moving forward to step 2. We will be pressuring the DCDSB till we get results for your grievances. If this is happening to you please contact your committee to file a grievance for this issue. The DCDSB is taking advantage of our sick bank and this shouldn't be happening as we have a Quarantine article in our collective agreements.

If you have tested positive for COVID. Please remember to fill out a parklane with your administration which can be done through a phone call so that the school knows and the board knows that you have tested positive. This will also help you fall into the Quarantine article in our collective agreements. It will also be sent to the Labor board by the board to create a written occupational illness report under regulations 851 section 5.2. If you have tested positive for COVID please let your Union health and safety rep know so they can forward you the WSIB exposure forms for you to fill out.

Winter is here and remember under that snow could be very icy conditions. This is where we run in to slips, trips and fall season and no matter how hard our custodial staff work to keep things up to par whether it is inside or outside. We need to still need to take necessary precautions for your own personal safety. Make sure that you wear the proper footwear and proper clothing for these upcoming days of cold weather and snowy days.

Our Health and Safety teams have been working hard with the boards to make things safe over the last six months. Unfortunately the boards have their own schedule but we are trying to keep on top of it to keep all of our members safe and protected. Thanks to the health and safety teams from both boards who have given a lot of extra time and dedication during these months for this pandemic.

Both the DCDSB and the 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.

Just a reminder to everyone that the General membership meeting will be held on Sunday, January 24/2021. Please make sure you plan to attend so you can be updated on what is going on with both boards.

Sean Hebert

Vice President and Disability Rep

Cupe 218

shebert@cupe218.ca

Nominations & Elections

Sergeant at Arms – term until December 31, 2021

PB OCT Barg Rep – term until December 31, 2022

Trustee – term until December 31, 2021

Please refer to bylaws for Information regarding the Positions and bi-elections

Member in Good Standing & Social Media

“Only a member in good standing can fully participate in the activities of the Local and National Union. This means only a member in good standing can attend and vote at General Membership Meetings, run for any elected Union positions, vote in those elections, and participate as a delegate of the Local Union.”

Please go to the “forms” link and complete the Membership Online Application, if you have not already submitted it, and submit your application to be considered a Member in Good Standing.

Disability Management

Dear Sisters and Brothers,

Happy New Year!!!! Let's hope 2021 brings us joy and eventually a mask free life again.

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, please ensure that if you have a workplace injury 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 the paperwork that is required and to also forward everything over to the CUPE office to assist you during this difficult process. When the CUPE office receives a notification of Occurrence regarding an injury in the workplace, you will receive a letter with a summary of the forms and the procedure that occurs. We understand that it may be a difficult time, but in order for us to support and ensure you have a safe return back to work, all documentation you send to the Board offices should be sent to the CUPE office as well. It is all confidential and only members of the Disability Team have access to it.

The DCDSB pays for any medical that is out of pocket. All receipts should be emailed to maureen.lecourt@dcdsb.ca or confidential.medical@dcdsb.ca

There have been many questions around COVID and what is required for each of the school boards. As discussed in my last Newsletter if you are from the DDSB you are required to self-assess every day. If you are exhibiting symptoms and are required to take a COVID test you are to notify your Supervisor and shortterm.absence@ddsb.ca

Once you are symptom free, you are to notify both the Board and Short term to inform them that you are symptom free and are able to work but cannot because you are still awaiting 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 5 or more days.

It is also important for you to keep your Supervisor and Short term aware of your circumstances, this eases the transition when returning back to work and also ensures the correct coding is used for your absence.

For the DCDSB you are also required to self-assess. If you are exhibiting Symptoms you log into your SFE and complete the absence with the appropriate drop-down box. We have had questions around the amount of time you can put in an absence at one time as the COVID centres are often telling members that results will take 5 days. As long as you are able to cancel your absence you can put more than one day. This will help offer

consistency for your schools which will help our co-workers and the students. When you receive your COVID results you must submit them to COVIDTestResults@dcdsb.ca You can also go on the board website and access Memo HRS20-21010 for additional information.

If you test positive for COVID, it is important that you notify your supervisor and have a PARKLANE filled out. The **Health, Safety & Wellness Coordinator** will contact the Ministry of Labour. It is also important you fill out an Exposure Form through WSIB. I have included the link below.

https://www.wsib.ca/sites/default/files/documents/2018-12/3958a_07_16_fs.pdf

It is also on the CUPE website.

You can also contact the CUPE office if you cannot access online.

Both boards are currently sending out LTD packages by email. If you are from the DDSB, once the CUPE office is notified that you have received the LTD package, I will send you off an LTD letter that has some common information as well as give you a call. If you are from the DCDSB, the information that Rose Pearson sends off has a lot of information so I do not send you a letter, but I will call you to ensure that you have received the package. If you have any questions around the package or need anything printed off or sent off, please do not hesitate to contact the CUPE office for assistance.

Stay safe!

Carrie Boisvert
Disability Management Coordinator

Sean Hebert
Lori Richard
Bobby Montgomery

Secretarial · Clerical · Technical Catholic Board

Welcome back everyone to a brand-new year.

I look forward to this year improving on 2020 in as many ways as possible. I hope everyone was able to stay safe over the break and had some time for socially distant visits with friends and family. I can tell you that my daughter was certainly happy to hear that Santa's Christmas magic keeps him safe from COVID-19.

I would like to give a welcome to our new CUPE 218 President Dennis Gibbs. Dennis welcome to the DCDSB side.

Right out the gate this year is presenting us with some challenges. As we are now working from home, where possible, we continue to have a difficult and trying work schedule. I spoke with the board last week and they have clarified some of the common questions regarding the current shut down parameters.

Our SCT group is going to be working from home where possible with a few exceptions.

- Elementary Admin Assistants with EIC (Early Intervention Classrooms) in schools will be required to work from the office. The board has three EIC schools – St. Bridget, St Francis de Sales, and John 23rd.
- Secondary – One Admin Assistant must be present in the building where student instruction is taking place. A rotating schedule may be created so that it is not always the same person.
- If you are requested by your principal and/or manager to perform a task that can only be done in person at the office. (e.g., Sorting OSR's).
- If you do not have available technology and/or internet access at home. The schools will be available to work in if you need.
- Central Locations – Some jobs may need to be staffed in person. (e.g., Reception).
- Every Monday they want an Admin Assistant body in the school to start they week/deal with technology exchanges and hand outs.

Questions about this should be directed to your supervisor/principal. They will be able to clarify how the rules will impact your specific job. If you are not satisfied with an explanation you are given you can call the union office and we can try to clarify from our understanding.

If you must work in a board location, please remember you are now REQUIRED to always wear a medical mask, not just when closer than 2 metres. Also, a face shield is highly recommended as well now.

If you have any specific technology needs to work at home, please speak with your principal and they can make arrangements for technology to be provided.

Remember that even if you are working at home you should still be taking all your breaks and lunches. If you are asked to work late and you want to work late please make sure your supervisor has acknowledged that they approve of the overtime in advance and in writing. Your time is valuable, and the board knows it. They continue to take advantage of our good nature and "team player" mentality to guilt us into working late without paying us appropriately. They do not work for free and we shouldn't either.

We still have numerous grievances in and are trying to work through them. We had a labour management meeting scheduled for December 8th but that was re-scheduled to January 14th and now it is being rescheduled again.

We continue to attempt to bargain with the board with the help of the conciliation officer, but progress has been slow.

I will all of you a Happy New Year, and I hope that 2021 brings us all a better year than last.

Mike Morris
Chairperson
mmorris@cupe218.ca

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

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

Office · Clerical · Technical Public Board

Happy New Year! I hope that everyone was able to enjoy some down time over the holidays. What a way to start this new year in school! Personally, I was glad for the extra time to get used to the new PowerSchool.

Retirements

Congratulations goes out to Karen White who retired December 31. Thank you, Karen, for your many years of service both as a rep and as OCT chairperson. We wish you all the best in your retirement!!

Also, congratulations to Rod King on his retirement. Rod included a farewell message in the November newsletter. Thank you, Rod, for your leadership over your many years!!

Nominations

With Karen's retirement, there is a vacancy for an OCT rep. Nominations will be accepted at the January 24 General Membership Meeting.

Covid-19 Protocols

Make certain you are following DDSB's protocol of always wearing a board approved mask, social distancing and wearing a mask/shield combination when appropriate distancing is not an option.

CUPE Emails

Please remember to use your CUPE or personal email when corresponding with the union. The DDSB email is to be used for board business/communication and not for union business.

Updates are sent out to members as they are available so check your CUPE email regularly. You can also check with the CUPE website for information. If you have not set up your email/log in, please contact Sue Wilkinson.

Negotiations

There have been several queries about when we will receive our raises. Unfortunately, we have not finished negotiations with the board. The union has filed for conciliation and are hoping that with this help we will be able to move forward. Once negotiations have been completed members will be informed and a vote will be held. This is another excellent reason to be checking your CUPE emails regularly.

OCT Committee Contact Information

OCT Chairperson/ Elementary School Rep	Allison Petty	allison.petty@cupe218.ca
Secondary School Rep	Antony Nembhard	anembhard@cupe218.ca
Education Centre Rep	Leanne Finlay	leanne.finlay@cupe218.ca

Custodial · Maintenance Public Board

Dear Sisters and Brothers,

Happy New Year and welcome back. I hope all our members took some time to rest connect with family and friends, and enjoy a well-deserved break.

I would like to take this opportunity to introduce myself as your new chairperson for the custodial/maintenance unit. I have been an active member since 2014 in various roles from steward to bargaining rep. I have had the fortune of being mentored by our previous chairperson, now President Dennis Gibbs. I truly hope to be able to serve our members as well as Dennis has over his years in this role. I know I have some big shoes to fill.

We have had a few days of bargaining with the board and sadly, there was little to almost no movement forward. We now have dates set for conciliation. More info will be sent out soon and posted to the local's website.

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.

At this time, we have 40 grievances. These grievances were filed for violation in way of Postings, Vacation, sick Time, return to work Process, Quarantine wording and unjust discipline.

Brother Dan Mills, our Health and Safety representative has 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 employee 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. PLEASE remember not to start before your scheduled shift and not to stay after the end of your shift, take all breaks and work at a safe pace. If there are duties that you were 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 hours that are needed.

I would also like to thank Brother Dan Mills as well for keeping members informed of active COVID cases within our workplaces and always putting member's health and safety at the forefront.

As of January 1st the new committee assumes their roles in the positions of bargaining reps and stewards and we would like to welcome two new stewards to the committee, Kevin Lamont and Jess Fusco. I know they will serve the members well.

The Committee and I would like to congratulate Dennis Gibbs on his election to the position of President. I am confident we are in good hands with Dennis' leadership

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

In Solidarity,

Bob Montgomery
Chairperson and Disability Representative

Bargaining Committee

John Allan
Kurt Badgley
Dan Mills
Dan Fusco

Stewards

Kevin Lamont
Jeff Goodwin
Robin Fair
Jess Fusco

Custodial · Maintenance Public Board · Health & Safety

Stand up for Our Health and Safety

Welcome back and Happy New Year to everyone and I hope that you all had the time to relax and recharge. I would like to take this time to wish Rod King our former president and Karen White the OCT Chair and Health and Safety Representative the very best in their retirement. It has been a pleasure to have worked with you both. Going forward I welcome Dennis Gibbs to his new position and I look forward to working with Dennis as he strives to take the Local to new levels for all employee groups.

Hopefully with the new vaccine things will start heading in the right direction even though the light still looks away off in the distance. With the current situation the Board surely has received a huge reprieve with the extended break due to the escalation in Covid-19 activity and the schools will look like the summer clean up was just completed and that there are no issues in the system like workload, lack of clear expectations, willingness to listen to the concerns raised, an increase in multiple strain injuries.

I must comment that you all are doing such an amazing job in keeping the buildings safe for the other staffing groups and students. Your resilience amazes me for in most cases there is no recognition for what you do, to the point that even there is no communication of changes as to what can be used within the building, other staff groups not following protocols (masking) (supervising students), but most of all not being notified when cases happen within your building or for maintenance staff being told that there are cases within a building you are assigned to work at. This is a contravention of the OHSA as it is the responsibility to ensure our safety Section 25(2) (h) but also the Supervisors responsibility to notify employees of risk/hazard Section 27(2) (a), (c) but as well Reg. 833 section 3 (1). (2). Going forward from here we must be diligent in what we do by following all safety measures that are in place, addressing concerns through your Supervisor and documenting that you have for your own record but also the Unions if needed. When it comes to Health and Safety please always cc me in the email. We must also be sure to take our negotiated breaks and work within the hours we are scheduled as much as we may think getting everything completed is the best way it really isn't because it allows the shortages of staff to go unseen or felt but most of all hurts you both physically and mentally. Remember you have rights and they important ones are The Right to Participate (ask questions, make suggestions), The Right to know, and the Right to refuse work if you feel it unsafe or dangerous. Unfortunately, a member sustained a serious

accident and it produced a very serious ripple effect to not only the member and family but the staff that was working at that workplace. I hope that the member is recovering and get better soon. This situation really opened eyes to the work that continues to be required and that is why all members need to exercise their rights so that issues/concerns can be addressed and this is for all workers within our local. There is no such thing as a stupid question.

There was an e-mail sent out regarding filter changing and the wearing of PPE. Please follow that e-mail as it was disclosed from a Ministry of Labour Inspector that it should be practiced especially now. I am also trying to get the dust masks that the sites used to have provided to schools to be used when this task is taken on.

I would lastly just like to touch on the fact that it is winter and our duties will be increasing due to this fact. I ask you to use your best judgement when it comes to what to do first at this time. I look at it as if the staff and students can't get into the building safely the rest of the duties are mute, not to sound like a broken record but put yourself first and pace yourself and follow all the Health and Safety protocols. You come to work healthy you should be going home healthy but physically and mentally so you can enjoy your family and the benefits you have earned.

If you have any questions or concerns please reach out to me.
daniel.mills@cupe218.ca or (905) 571-7879

“See You Along The Path “

Dan Mills
Custodial Maintenance
Health and Safety

Custodial · Maintenance Catholic Board

Happy New Year. I trust everyone had a good holiday break albeit quieter than you're used to. As we start a new year we are still facing the same problems as the old one, social and physical distancing, enhanced cleaning, lock downs etc. Be brave as we will get through it all with the promises of a vaccine on the horizon. Also please join me in congratulating and welcoming Dennis Gibbs and Sean Hebert as our new President and Vice President respectively. We have an awesome team here at 218 and we will accomplish great things in the months and years to come with their leadership. John Quarrie has also joined our Cust/ Main. Team (DCDSB) as our new Steward, so welcome to you John.

Over the holiday break there was not much movement on the bargaining front our last session ended with a bit of a stalemate even with the conciliators help. We are awaiting any further correspondence from the Board on new dates to attempt to bargain. Please refer to your CUPE email for any updates or new information. 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) 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.

As we aren't out of the COVID woods yet we are still performing enhanced cleaning in our schools and buildings therefore the Enhanced Cleaning document is still in effect. If you have any questions, comments or suggestions please don't hesitate to contact Sean Hebert, Jerry Hanley or myself.

We are still having issues with the DCDSB with using sick days while waiting for COVID test for either yourself or family member. We have filed several grievances for this situation and have been declined at Step 1 grievance but we are moving forward to step 2. We will be pressuring the DCDSB until we get results for your grievances. If this is happening to you please contact your committee to file a grievance for this issue. The DCDSB is taking advantage of our sick bank and this shouldn't be happening as we have a Quarantine article in our collective agreements. Along with all that we also have 5 personal and 3 policy grievances in abeyance.

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,

Dave Slater – david.slater@cupe218.ca

Natalie Melich - natalie.melich@cupe218.ca

Eric Publow - eric.publow@cupe218.ca

John Quarrie - john.quarrie@cupe218.ca

Educational Assistants Public Board

HAPPY NEW YEAR! - Even though it was very different this year, we hope you all were able to rest and relax over the holiday break.

UNION CHANGES- There are many new changes within our Local, including a new President, VP, and committee members for both boards. One thing you will notice is that all emails will include the office for regular correspondence and Carrie Boisvert (DM Coordinator) for any Disability correspondence. Office phones will be answered from 7am-3:30pm. For the Public Board EA Committee, we have welcomed Stephanie Dezsi.

BARGAINING- All Public Board units have a date with the Conciliator this month. Send us all positive thoughts that it will go well! We have been asked many times when we will be getting our retro pay. Retro pay will not be paid out until we have a completed Collective Agreement. It has been a long process and then add on everything that has taken place this past year. There are many School Board Union groups across the Province who are still in Bargaining for a variety of reasons so we are not the only ones in this situation.

This information has been in numerous messages and newsletters. Please make sure that all of your CUPE coworkers (including supplies) at your worksite are aware that they need to set up their CUPE email and monitor it as well as the CUPE 218 website for all updates, newsletters and additional information. Contact Sue Wilkinson to have it set up or for any issues.
swilkinson@cupe218.ca

VIRTUAL REMINDER- when on any meet with students, always make sure that someone else is there and available. Whether it's a teacher, SERT, Admin or another EA. You should not meet students alone, there needs to be someone else on the meet as well. They don't have to be on screen but have to be listening. This protects all from any issues with students, parents etc. Also remember that you can always remove a student or shut down the meet quickly if anything happens. Contact Admin right away if there are any problems. If you feel unsafe at all, you need to speak with the Admin and have a plan put in place for your safety.

SCREEN TIME- working virtually now is not like it was in the spring. In order to stay working with no layoffs, everyone has to work their full hours. Therefore, in working virtually, that could mean that you are on the computer with students for the entire work day. Minus your breaks.

SOCIAL MEDIA- I can't stress this enough, please, stay off any social media sites when you are to be working with students! As I've said many times, the board always finds out! This can and has led to discipline. The Union has a very hard time arguing this as it's considered 'Theft of Time'.

HEALTH & SAFETY- Please read Tracey's H&S report in this newsletter, she will be providing valuable information for all.

As she states in her report, ALL INCIDENTS OF VIOLENCE NEED TO BE REPORTED. This also includes threats! Threats are a form of violence and need to be documented.

In adding to Tracey's report, please remember that you have a right to go to work and be safe! If you don't feel safe, you have a RIGHT TO REFUSE. This is your right under the Occupational H&S Act and it's the Law! To find out about The Right to Refuse info, please contact Tracey at tracey.lesperance@cupe218.ca she will assist you.

UPDATES- The way things are going right now, it seems to be changing day by day. It's new for everyone and we all need to work together to get through it.

If you have problems or questions, you need to contact your Admin first. They need to be able to address any situation before the union becomes involved. They have been asked by the board to be patient and flexible with staff and situations as well during these trying times.

If anything comes up in between newsletters, we will be sending out updates to either members CUPE email address or it will be put on the website.

Take care of yourselves and each other!

In Solidarity,
Bargaining Reps – **Glen Morrison, Tracey Lesperance, Sue Wilkinson, Lori Richards**
Stewards – **Brandy Townson, Deb Kennelly, Fil Wylie and Stephanie Dezsi**

See Area Chart on the Next Page....

Educational Assistants Public Board

IMPORTANT - PLEASE CONTACT THE REP/STEWARD FOR THE AREA IN WHICH THE SCHOOL YOU WORK IN IS LOCATED.

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.

To start, Stephanie will be working with us all but she will also be shadowing Brandy in the Pickering/Ajax area.

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 AND EA H&S REP)	tracey.lesperance@cupe218.ca
BOARD MEETINGS, SUPPLIES AND CUPE EA COLLABORATOR	GLEN MORRISON (REP)	g Morrison@cupe218.ca
WHITBY ELEMENTARY SCHOOLS, -SUPPLIES, OFFICE /OUTDOOR ED/ DISABILITY MANAGEMENT REP	LORI RICHARDS (CHAIRPERSON)	lrichards@cupe218.ca

Educational Assistants Public Board · Health & Safety

Welcome Back

I hope everyone took time to rest and do some self care over the holidays. It is important to remember to do things that rejuvenate and bring us joy, especially as we enter these long winter months.

Some resources that can be helpful are:

- Employee/ Family Assistance Program in the staff resources on DDSB website

As well, remember to eat healthy, keep a positive attitude and get up and stretch / get a change of scenery every half hour or so, especially while completing online duties.

Updates

Violent Incident Reporting

At year end, we have had over 600 VIRs completed.

I just want to remind everyone that ALL INCIDENTS OF VIOLENCE NEED TO BE REPORTED.

If it has not been reported in a written form then it did not happen. We know this is not true, but it is the data that our employer refers to when they determine what if any help is needed to support you and those you work with.

Forms to be completed:

- VIOLENCE AGAINST YOU (VIR , safe schools form),
- WITNESS VIOLENCE (safe school report)
- INJURIES/FIRST AID NEEDED (VIR, safe schools report and PARKLANE).

Please be as descriptive as possible without using names. If you are scratched or bit by a student that breaks the skin, It is important that you ask your principal to complete the Parklane form. A Parklane form should be completed if you seek medical attention or if it is just for first aid such as an ice pack or bandage. Please consider seeking medical attention for a tetanus shot or antibiotics.

When checking off incident type- there is not a space for mental stress/ injury. I would like everyone to use the OTHER box for this and to write in mental stress when it applies.

When you have completed your online reports make sure that you get confirmation from your Administrator within 5 working days. If you do not then you need to ask.

PPE

Everyone should be provided with all the appropriate PPE. You should have enough masks for at least 2 per day, a visor, goggles and gloves and gowns as needed. If you do not, then let your Administrator know, and they will order what is needed.

I know many of you are working with unmasked students and/or less than 2m in distance. If this is the case then you are to be wearing both a mask and either the goggles or visor. There is no exception to this.

Exposure Forms

These forms should be completed when you are exposed to any bodily fluids, such as a student who is spitting or biting. You can access it on the WSIB website. Type 'Exposure Form' in the search window, and you will find the form, you can also find them on the cupe218.ca website under "forms" or email your CUPE Steward. Once you complete the exposure form, it can be faxed/mailed directly to WSIB. Keep a copy for yourself, send a copy through the courier to the DDSB Health and Safety Department and also send a copy to the CUPE office.

**If you test positive for covid 19, please fill out an exposure form through the link below or you can find the exposure form on the cupe218.ca website under forms.

https://www.wsib.ca/sites/default/files/documents/2018-12/3958a_07_16_fs.pdf

If you are exposed to an unmasked student who is regularly spitting, or generating aerosols in a closed space such as a small bus, then please send me an email, for further direction.

If you have any questions about the above, don't hesitate to contact the CUPE office, your EA Committee team or myself.

Looking forward to a safe, healthy year!

Tracey Lesperance

EA Health and Safety Representative

tracey.lesperance@cupe218.ca

Educational Assistants Catholic Board

Happy New Year everyone! Whew! We made it through and I for one am glad that 2020 is over and looking forward to the vaccine so we can see one another again, and not wear a mask at the same time!

I get how you must be feeling as I'm feeling it too. I miss my life the way it was. I miss going out for dinner, seeing my family and my friends, and I miss you and all my students as I am an extrovert and this is not setting well with me at all. Please remember to take care of yourself personally as I know we are all caregivers, and sometimes we forget to take care of ourselves. I have chosen to take life day-to-day otherwise I feel overwhelmed. Sometimes when things are bleak and you are feeling anxious it sometimes helps to just take a breath, and sometimes we have to just get through a minute, or an hour before we can even get through the day. We are here for you if you need us!

The first week back was difficult for us all especially when we have our own children and their educational needs to take care of as well. Technology is not always easy and I know some EAs and students prefer face-to-face teaching and learning as do I. At the time of this writing we are still working at home and it is the first week back from Christmas holidays so I feel I must address the in-person on site learning that will be starting on January 11th. At the moment of writing this we have just heard from the Ministry of Education that both elementary and secondary school students will be distance learning from home until January 25th. We have spoken to the Board and because of the ministry's mandate regarding special needs students, Educational Assistants that work in the EIC classrooms at John XXIII, St. Francis, and St. Bridget will have to attend in-person to support these students. Some secondary EAs will be working on January 11th depending on the attendance of the special needs at their perspective schools, while the secondary teachers excluding administration, secretaries, custodians and PSTs will be working. The OSBCU has been in contact with the ministry as this is the health minister's mandate, so unless the ministry changes their minds which I doubt they will, Secondary EAs, and EIC classroom EAs will have to be at the secondary school sites in order to assist students with special needs. If the Board and yourselves are following the proper protocols i.e. wearing masks, shields and/or goggles and 6 m of social distancing can't be maintained, we do not have the right to refuse work. I realize this seems unfair, but continue to follow protocol and all will remain safe and healthy. If there are EAs who are required to work and have conflicts as they can't provide childcare for their own children while students remain at home, please first reach out to your administration first. If you can't resolve it or they won't accommodate you

please reach out to us. OSBCU has been in contact with the ministry regarding us being essential and should be included in the childcare assistance so hopefully this will change.

On another note: Some EAs are continuing to contact HR on their own to solve individual concerns or needs, and then when HR doesn't respond favourably or doesn't reply at all, only then do they contact us. Please CC your union rep and myself, or Carrie Boisvert if it is a health & Safety issue etc. You will typically get a quicker response or a resolution if HR knows we are involved.

Health & Safety

If an EA is required to be in a COVID isolation room with another student who is exhibiting symptoms, please wear the gowns and, gloves provided, in addition to masks, face shields/goggles.

Not my best look but
I'm sure we all look
the same!



A Note from our Health & Safety Rep – Carrie Boisvert

We have had some concerns from EA's around students trying to remove members PPE, such as mask and shields. Please ensure you are documenting this as there may be an exposure due to this occurring. Also, we are there to support our students, but as always your safety is the priority. If that means that a reduction in demands needs to occur during this time please be reassured that we all are doing what we can during this difficult time.

Educational Assistants Catholic Board

Local Collective Agreement – Bargaining

We have had virtual zoom meeting with the Board, and the conciliator, trying to reach a local agreement, and for the most part it was positive. There are still a few items that we need to come to a consensus on and have tabled back our latest response just before the Christmas break, so we are still waiting a response and further discussion. Right now, the collective agreement that is in play, is still in play, and will remain so, unless we can't come to a consensus, and then CUPE will have to file a no-board so we are not at this time in a position to strike, or this will be considered an illegal strike.

Job Evaluation

We have a new agreed to "Terms of Reference," and are now in the process of training new committee members. I will be attending a "Teams" planning meeting with both our National Job Evaluation Rep. Helen Gibb Gavel, and our National Rep. Linda Merkac, and the Board on Friday, January 8, 2021. We will be discussing the logistics of how we will go about training new committee members virtually. The dates set aside for training are January 19th, and 20th. The back-up date is on January 25th.

Grievances

EA-2032-20C et. al. - Policy grievance The Board usage of days from sick leave banks of members of CUPE 218 to cover wages due to quarantine Step 1, have been denied therefore we have moved to Step II in the grievance process.

EA-2023-20C has been denied and therefore we have moved to Step II in the grievance process

AD HOC

We finally had a virtual "Teams" AD HOC meeting on December 10th where we reiterated how important proper online incident reporting is. We are still actively pursuing virtual training for each individual school to be held during a "weekly" EA meeting. We did offer this Inservice to the EA staff, principal, Vice-principal, and PSTs at DOC where EAs were free to ask questions and the principal supported them. We would like to emulate this at each individual school so that all EAs especially new hires clearly understand how to fill out their online incident reports.

Labour Management

We had a Labour Management meeting scheduled for December 9th, however it had to be cancelled as we were Bargaining with the Board, and the conciliator which took precedence. Our next Labour management meeting was scheduled for January 15, 2021 but the Board has since cancelled as they are meeting with the conciliator on that day. The struggle is truly real!

In closing, I want to quote Mother Teresa,....."I can do things you cannot, You can do things I cannot." Together we can do great things! Thank you, Katherine Cannon, for that reminder. We are a team!

We also want to congratulate and welcome **Dennis Gibbs**, our new CUPE 218 President! I'm looking forward to working with him and the local on behalf of you all!

Susie Lee Fernandez –

Dear EAs:

I hope you all had a restful and peaceful Christmas break. Happy new year!

It looks like we continue to adapt and change with what the reality of the global pandemic brings. With the latest announcement from the Ministry of Education, we now know that elementary students will not return until January 25, 2021. For the secondary panel, we will be proceeding with our plan to provide in-person learning for the students who were previously attending daily on an extended schedule.

We are waiting for further information from the Ministry and will share more details in the coming days. On behalf of our students and families, I would like to extend a sincere thank you for all of your continued efforts in meeting the demands of remote learning and adapting quickly to ongoing changes. Your role is more important than ever now, and your dedication and hard work is very much appreciated.

- Susie

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

Maureen Cope - maureen.cope@cupe218.ca

Bargaining Chair, Catholic Board
Educational Assistants

Bargaining Committee

Carrie Boisvert - Health & Safety Representative
carrie.boisvert@cupe218.ca

Bobbi Jo Agius - bobbijo.agius@cupe218.ca

Steward

Shelagh Cauchi - shelagh.cauchi@cupe218.ca

Just a reminder!

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.

January 2021

LINC · ESL Catholic Board

HAPPY NEW YEAR!

It has been quite an unprecedented 2020! I wonder if life will become more bizarre in 2021. Either way, let's try to enjoy the ride!

On January 15th we were once again at the bargaining table. After a long day of bargaining I am happy to say that we have reach a tentative deal. Please continue to check our website and your CUPE email. We will be schedule a virtual ratification meeting so that you can hear what has been accomplished at the bargaining table and there will be a vote at the end of the meeting.

CUPE has been very supportive and helpful as we navigate through this new experience. We are grateful and look forward to many successes together. We haven't had the "pleasure" of experiencing any formal grievances yet - this would be another potential new experience!!! So, here's to a positive and interesting new year. 🍊

Take care,

Tracy Gill

tracy.gill@cupe218.ca

Continuing Education Public Board

We hope you enjoyed a well-earned time of rest and relaxation during the holiday season and are ready for the new year. As the pandemic continues, we all have to be prepared for whatever changes may arise.

Most of our programs began the year with on-line learning. At the time of writing, we have been told this will continue until January 22, the same date as the secondary schools.

Regarding bargaining, we had a number of dates with the Board in November and December. However, progress was unsatisfactory, and as a result CUPE has filed with the Ministry of Labour for a third-party conciliator to help both sides reach an agreement. The various units, including ours, have been given dates with the conciliator for later in January.

In these times of change and uncertainty, be sure to check your CUPE email and the CUPE 218 website regularly for updates on bargaining and any other union matters, whether provincial or local.

Our next general membership meeting will be held on Zoom on Sunday, January 24th at 7:00. Watch your CUPE email for further information on how to access this meeting, and 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

January 2021

Job Evaluation Public Board

DDSB Job Evaluation Committee Update

Happy New Year! I hope you had a restful break.

The Job Evaluation Committee met virtually on multiple dates in late November and early December. I'm happy to say that we have completed the evaluations on all the Cupe Con Ed positions. We are in the process of booking more dates to clear other outstanding evaluations including the EA submission. We realize that this process may not be moving as quickly as we would like however we are moving forward.

If you have any questions or concerns please feel free to reach out to me directly at sharon.munro@cupe218.ca or sharon.munro@ddsb.ca

Take care,

Sharon Munro

Co-Chair – Job Evaluation Committee

OTIP Updates

How to stay safe during an ice storm

When raindrops fall through a cold layer of air onto surfaces below 0° C, it creates the perfect storm: freezing rain. Although ice covered tree branches can look pretty, most Canadians know how dangerous an ice storm can be. Ice storms can cause car accidents, nasty falls and power outages from fallen tree branches.

Learn more at www.otipinsurance.com/article93.



Move over: How to safely respond to emergency vehicles while driving

Seeing flashing lights approach you as you're driving can be stressful. Some drivers panic and don't effectively move out of the way, causing delays for emergency vehicles. The acronym "L.I.G.H.T." will help you calmly and safely clear the way with five simple steps.

Learn more at www.otipinsurance.com/article95.

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!



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.