



February 2021 Newsletter

The next GMM will be held Sunday February 28, 2021 at 7 pm

Zoom Meeting ID **921 4044 1939**

Passcode **745907**

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President's Message

2080 Wentworth Street
Whitby, ON, L1N 8W9

Phone Number **905-571-7879**

Toll Free **1-877-571-0218**

Fax Number **905-571-4102**

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

Website **www.cupe218.ca**

Dear Sisters and Brothers,

I had thought that I would start this month's message off by recognizing that February is Black History Month, also known as African Heritage Month. Black History Month is a time to celebrate and highlight the best of Black History and Culture. It is also a time to honour the ancestors and upcoming leaders of Black communities, their accomplishments and their continued fight for liberation.

Our union is committed to fighting racism and hatred in all its forms, and to empower our members to speak out and act against discrimination. We encourage members to celebrate Black History Month and to keep fighting anti-Black racism in their locals, workplaces, schools and communities.

The OSBCU filed a Freedom of Information request to the Ministry requesting a break down of staff hired, and in which capacity as a result of the COVID funds that have been announced throughout the past year. We received notice that this request was denied.

CUPE simply wants to know where these workers are. If workers haven't in fact been hired in the numbers the Minister claims, then he is putting the long-term health of students and staff at risk. CUPE will appeal the Ministry's denial of its request for information.

We still have an enormous number of active grievances; dates have been booked for some to be heard.

We have ratified locally with our DCDSB LINC ESL unit but we are still waiting for the Employer to have their ratification vote. We should hear by mid-February if our Sisters and Brothers of the LINC ESL unit have their first Collective Agreement.

With regards to all other units, we are still at the bargaining table and we are still trying to bargain a respectful Collective Agreement. Unfortunately, the employers have taken the position that what we have achieved in past negotiations and in this round of negotiations is sufficient.

We have put both employers on notice. We will start to mobilize with taking action through campaigns, bulletins, social media, lobbying the Trustees and media release as we move forward. If or when we reach an impasse, a meeting will be scheduled to share detailed information with the membership. At the completion of the meeting a vote will be scheduled. PLEASE continue to check your CUPE 218 personal email and our website. We will continue to work closely with the OSBCU and CUPE National as it rolls out.

In closing, I would like to wish everyone a Happy Valentine's Day and a Happy Family Day.

In Solidarity,



Dennis Gibbs
President
CUPE Local 218

Vice-President's Message

2080 Wentworth Street
Whitby, ON, L1N 8W9

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

Fax Number [905-571-4102](tel:905-571-4102)

E-mail office@cupe218.ca

Website www.cupe218.ca

Dear Sisters and Brothers,

Hello everyone, well we are in the month of February already and time is still flying by even with this pandemic going on in this world. I hope everyone was able to do some kind of activity on Family day and spend quality time with our families. I hope everyone is keeping safe and keeping in good health.

On January 28/21. We had Bell Lets day and I hope you were able to reach out to someone who suffers from anxiety, depression or mental health. We don't need only one day a year to reach out to family, friends or neighbours. Every day is a struggle for some people so please reach out and support those who suffer from anxiety, depression or mental health. If you need someone to talk to we are always available to talk here at the union office, we will try to support our members in any which way that we can.

It has almost been a year since we started bargaining and we are still going. The negotiating process is different than other times but we are moving slowly on both boards. We were able to reach a deal for the LINC/ESL group from the Catholic board. We have met with the Public board in conciliation in the month of January and still have some more dates in February. We are meeting in the month of February for conciliation for the Catholic board and hopefully we will see some movement during those dates to move us closer to a deal.

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 still 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 seven 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.

If you have been injured at work or not at work and require you to be off work for anytime please reach out to the union office to find out what are your options. Even if you are not sure please give us a call to find out if there is anything that we can do for you and if you need to send us any medical information for your injuries and need time off to heal from those injuries then we can lead you in the right direction. Please reach out to us for any support.

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, February 28/2021. 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

Disability Management

Dear Sisters and Brothers,

Just like that January is over. I hope everyone is staying healthy and safe in this trying time.

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

With the reopening of schools on the 8th of February, all employees are required to do the self-check on line that is send too your email for the DDSB and there is a link for each school location for the DCDSB. Please ensure that you complete the self-assessment each day. Thank you as always for always doing your part to ensure the safety for all. There have been many questions around COVID and what is required for each of the school boards. For the DDSB, 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.

As mentioned above the DCDSB reporting has changed before the Winter Break. Each school location has a link to complete the self-assessment. It is recommended that you complete the assessment before you report into your school location. If the online tool directs you to complete a COVID test you must 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 a 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.

Around this time of year our lives can become more demanding and complicated and we sometimes become overwhelmed with unexpected and uncontrolled situations. This can be a very stressful time and may seem things are out of control and there is no light at the end of the tunnel. There is a light at the end of the tunnel. Just remember you are not alone. There are steps you can take ease the pressures such as; see your Physician, ask for a referral to a specialist (Psychologist), and/or contact the EFAP.

Morneau Shepell (Employee & Family Assistance Program)
1-844-880-9142

Ontario Shores Centre for Mental Health Science Crises Hotline:
1-800-263-2679

If you have any questions or need assistance please feel free to call the CUPE Office, we would be more than happy to assist you. The Committee members can be reached through the CUPE Office: 905-571-7879 or Toll free 1-888-571-0218 Fax 905-571-4102

Stay safe!

Carrie Boisvert - carrie.boisvert@cupe218.ca
Disability Management Coordinator

Sean Hebert - shebert@cupe218.ca
Lori Richard - lrichards@cupe218.ca
Bobby Montgomery - bmontgomery@cupe218.ca

Secretarial · Clerical · Technical Catholic Board

Last year February was our last month of relative normality, although we had no idea at the time. It is surprising how much has changed in the last eleven months for all of us. As hard as it has been for everyone... and let's not kid anyone – It has been a very difficult year, we have managed to continue to do our jobs and do what we needed to do to keep things running in this difficult time. This last year in education would not have been possible without us. We have kept our schools running, the buses delivering students, and the board office working to support all of it. Everyone needs to give themselves a pat on the back.

I know many of you have had to go into your schools to support the safe operation of them with students in attendance, and as of Feb 8th, 2021 school all school-based staff have to be back in the schools supporting the re-opening of our schools to all students.

Please make sure to keep yourself safe during this, the rules are slightly different this time around. All students must wear a mask except in Kindergarten. All staff must wear a mask inside at all times, and face shields are encouraged where social distancing is not possible.

If you have any questions or concerns about your health and safety at work, please first speak with your supervisor so that they are aware of the issue and have a chance to correct it. If that fails, please contact our SCT Health and Safety rep Alyssa King at alyssa.king@cupe218.ca. You can also contact me as well or call and leave a message at the CUPE 218 Office @ 905-571-7879.

We are still in bargaining and we have our next date on February 8th, 2021. We are working hard to get a deal done; however, we are adamant that we will not accept any concessions and are trying to gain improvements.

We had a labour management meeting on January 28th, 2021. The discussions were mostly focused on the shutdown and working from home for some staff as well as the need for SCT staff to be physically in the school while students are present. Despite our pushing for everyone to be working from home during the shutdown the board continued to re-iterate how valuable our staff is and that the schools cannot operate safely without us.

Remember you need to do the COVID19 self-assessment (<https://covid-19.ontario.ca/school-screening/>) every day. If the self-assessment advises you that you need a COVID19 test and you have to stay at home until you are cleared please let the union office know if you are deducted sick days from your bank. We are filing grievances on these for everyone that we know about as it is our position that sick days should not be deducted from our bank as it should fall under the quarantine language.

We still have many ongoing grievances related to COVID19 sick days, denied LoA's, and vacation denials. We are trying to push the board for responses to try to resolve these.

I know everyone is busy and has a million things to do but please remember we do not work for free. If you are working beyond your regular hours, please ensure it is approved by your principal in advance in writing for overtime pay or leu time. HR keeps saying that they do not expect us to work for free and that our work is paid work but that no one ever puts in for overtime. Let's make sure they know how much work we have been doing for free and how important that work is.

If you have any questions or concerns around the sick leave, quarantine, and disability please contact the CUPE 218 office and they can make sure to connect you with the appropriate person to help navigate the often-complicated paperwork.

Please keep an eye out in your CUPE email for the next virtual CUPE general membership meeting. If you need help accessing your CUPE email, please contact Sue Wilkinson at the CUPE 218 office.

See you next newsletter.

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

Let's start with the good news! February 2 was Groundhog Day and Warton Willie didn't see his shadow so predicts an early spring. Over the last 10 years Willie has a 50% hit rate. Here's hoping Willie gets a win for this year!

In other news, the Minister of Education has announced Durham will return to in-person learning on Monday February 8. Please remember to follow DDSB Covid protocols and keep safe. If you have any questions please reach out to your OCT representative.

Welcome

We welcome Andrew Pearce to the OCT Committee. Andrew will be supporting OCT members from the Education Centre. Please see below for contact information for all OCT reps.

T2200s Forms

Due to Covid-19, the CRA is allowing workers who worked from home to claim home office expenses. Check your ddsb email for the T2200s forms. There are 2 methods to claim these expenses - a detailed method and a temporary flat rate method. Below is an excerpt from the Government of Canada CRA site.

Temporary flat rate method

This method simplifies your claim for home office expenses (work-space-in-the-home expenses and office supply and phone expenses). If you worked more than 50% of the time from home for a period of at least four consecutive weeks in 2020 due to the COVID-19 pandemic, you can claim \$2 for each day you worked from home during that period. You can then also claim any additional days you worked at home in 2020 due to the COVID-19 pandemic. The maximum amount that can be claimed is \$400 per individual. This method can only be used for the 2020 tax year.

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.

Negotiations

The OCT Bargaining Committee is booked to meet with the board on February 9 to continue our bargaining. We are inching forward and hope to finalize in the not-so-distant future. Continue to check your CUPE email regularly for more information.

OCT Committee Contact Information

OCT Chairperson	Allison Petty	allison.petty@cupe218.ca
Elementary Schools Rep	Leanne Finlay	leanne.finlay@cupe218.ca
Secondary Schools Rep	Antony Nembhard	antony.nembhard@cupe218.ca
Education Centre Rep	Andrew Pearce	andrew.pearce@cupe218.ca

February 2021

Custodial · Maintenance Public Board

Dear Brothers and sisters,

I would first off like to thank all our members for the hard work and perseverance everyone has shown over the last month. To say it has been a difficult time to be a member in the education sector would be putting it lightly. But as always the members of 218 have shown that we can work through some of the toughest challenges and do what needs to be done to support the students of the DDSB.

Bargaining update: By the time you read this the committee will be back in conciliation with the board. Your bargaining team has made it very clear to management that there will be no concessions! Hours of work and summer Fridays a very high on list of items at the table right now. Most of the common language between all units has been cleared up with the exception of a few articles specific to each unit and we are committed to stand with all our brothers and sisters from different sectors. We understand that everyone is eager to ratify and we thank you for your continued patience. As always the team wants to ensure that we can get the best possible agreement during this difficult round of bargaining. Any new updates will be posted to our website as they become available.

Summer make up time: During the week of the shutdown when members were on a rotational basis, they were unable to make up the extra hours for the Fridays in July and August. Through conversation with the board we were able to come to an agreement that the make-up period for missed hours will be extended to ensure everyone can still make up the required amount of hours for the summer months without having to use any extra vacation time.

Grievance updates: We still currently have 35 active grievances and 7 in abeyance. These grievances are comprised of vacation denial, inequitable interview process and unjust discipline. We will be meeting with the board this month to go over possible resolutions to the majority of them and hoping to get dates for the remainder.

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.

Please also remember to submit any medical that you receive to the union office.

Our next virtual general membership meeting is on Sunday February 28th. A zoom link will be e-mailed to all that have a registered CUPE e-mail address. If you have not done so, please fill out the member in good standing form so that you can access the meeting. If you need assistance please contact Sue Wilkinson, swilkinson@cupe218.ca in the office.

In Solidarity,

Bob Montgomery

Chairperson/Disability Rep.
C/M unit DDSB

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

Hello to all members. I hope that everyone is doing well. It is hard to believe that the month of January has come and gone. Hopefully one less month of winter conditions but as we live in Canada we still should be cautious of the conditions that can be possible and keep ourselves prepared for them. By the time you read this the students will probably be back in school and the light at the end of the tunnel will be getting clearer as to where the world is headed during this very unusual time in our lives.

We continue to hear about the mental health and safety of the students and I acknowledge that it is important, but when it comes to keeping the schools safe everyone of you have done an amazing job. With the possible return to this new stage and variants present, unfortunately, the government has dropped the ball again and only prescribes base line measures and as we have seen have no problems fining the retailers for not following protocols but expect all of us to work with lessor measures when it comes to distancing. It is so shameful but they state that they are putting “student’s safety first”.

I continue to stress that you need to pace yourself and work through the priorities that we are tasked to do. Wear your PPE and take your breaks that are bargained for you. Most of all put your health, both physical and mental, first. If you have concerns report them. We all will be switched over to a new cleaning and disinfecting product ES364. This product is a listed product and effective against Covid 19. I caution everyone to be sure to wear your mask and safety glasses when dispensing and only use cold water. It is also mandatory “not Law” to fill out the daily health assessment first thing. I have requested that the Board ensure it is sent for our 6 am start so it can be done prior to starting our duties to save any conflict.

I would like to touch base on the workplace inspections as that requirement became a real mess due to Covid 19. The Board is expecting all inspections to be caught up and the schedule followed. This may mean doing two back to back. As much as it is may be an inconvenience, it is one of our rights which gives us a voice and it is the law that they are completed. If you require training or have issues please contact me by e-mail. The WIRC committee is presently reviewing the Terms of reference which the inspection procedure is a huge part of so again please e-mail me any concerns so I can have full understanding and can take them forward collectively. If you feel a need for a committee representative to be there it requires a request put into the Health and Safety Department and I will do my best to attend.

Lastly, I would like to touch a couple of other duties. 1. filter changing which becomes more important due to Covid 19. Yet another duty that shows our dedication to keeping the environment safe. Be sure lock out and to wear your mask, gloves and safety glasses as another layer of personal protection for you and practice that should be continued going forward. Also with this duty, especially if using a ladder (working at heights) or entering to the unit (restricted space) that there is communication with the office and preferably and 2nd person assisting.

Roof top work at this time of year should only be happening in emergency situations as there are to many safety factors to be considered. Another big issue is that you are to be trained if you are doing this type of work. If it is ultimately required due to emergency situation ensure that all steps are followed and there is at minimum communication with the main office, but preferably a two-person job.

If any questions or concerns please contact me at:
daniel.mills@cupe218.ca or (905) 571-7879

“See You Along The Path “

Dan Mills
Certified Health and Safety
Representative and Facilitator

Custodial · Maintenance Catholic Board

I hope this Newsletter finds everyone well and staying safe. It has been a year now since we have been dealing with this COVID 19 pandemic. Collectively we have been through a lot with all the closures and re-openings, social and physical distancing and basically placing all of our lives on hold. Fear not as the end is actually in sight and before we know it we will actually be able to spend time with our loved ones and friends... in person.

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.

On the bargaining front, we have Feb. 22/21 booked with both a Conciliator and the board to try and come to an agreement. We continue to hope it will be a fruitful meeting. 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.

Please remember to keep a close watch on your PPE inventory. If your school needs PPE supplies and your monthly delivery isn't enough then place a work order in EBASE under "Shipping/Receiving" for extra supplies. This pertains to soap, hand sanitizer, masks, face shields and gloves. Disinfectant and regular cleaning supplies still go through SWISH. Try to avoid waiting until the last possible minute and running out. Also remember to keep your face masks on at all times except for eating and drinking as it is possible that you may be reported. If you cannot maintain a 2m distance from students or other staff you must wear a face shield as well as your mask. All schools should be receiving MERV 13 filters to be installed in the Air Handling Units, this roll out is expected by the end of February. If you have any questions regarding this please contact your SQS.

To close, I will share an email sent to us by Mike O' Neill:

"On behalf of the Sr. Administration team and Human Resource Services I would like to extend our sincere gratitude for your dedication and professionalism during the most recent provincial shutdown when you are called to work while others remain home. We acknowledge the anxiety that arises as you have been called into work to provide service to our most vulnerable students during the school shutdowns. We are extremely lucky to have employees that recognize their role as a vocation rather than simply a job. Your moral purpose has been challenged as you are faced with uncertainties in these unique times, and you balance your own safety with your call to serve our students. We deeply appreciate your ongoing commitment, and we know it is demonstrating to our community the vital role you play within our schools.

We continue to work closely with our CUPE Local 218 partners and appreciate their feedback and value the ongoing communication that is necessary in building strong employee and employer relations. I wish I could personally bring you each a coffee and a donut to show my appreciation, but I feel that would not be good for my own health as I have no self-control and would order a donut each time; my physical well-being is being challenged enough during this second lockdown!"

Mike O'Neill

Superintendent of Education, Human Resource Services
Human Resource Services
Durham Catholic District School Board

Please feel free to 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 or via ZOOM to hear what is happening with our union and school boards.

In Solidarity,

Dave Slater – Chair C/M d.slater@cupe218.ca

Natalie Melich – Bargaining natalie.melich@cupe218.ca

Eric Publow – Bargaining eric.publow@cupe218.ca

John Quarrie – Steward john.quarrie@cupe218.ca

Educational Assistants Public Board

We would like to start off by saying – in case no one has told you, you are all doing a fantastic job!! This has been such a stressful year for many with a lot of fears and uncertainties. Many have had struggles like they never have before with mental health and patience either in the forefront or taking a back seat. Please remember to take care of yourselves and watch for others who are struggling. Sometimes a kind word means the world to others.

Employee & Family Assistance Program is available to you at **1-844-880-9142**

Bargaining update – at the time of writing this, we have had one date with the conciliator. It was a slow day with some back and forth but in the end, we still have a little way to go. It's now been a year since we started this process (we exchanged our Proposal package on Feb 6th), and then the world changed. There are about 10 other Boards who are still bargaining as well so we are not alone.

Until we have a completed Collective Agreement with both the Central and Local agreements signed, our previous local agreement is still in effect. You can find this on the CUPE 218 website. Download it for quick reference when you have a question.

Working in the school face to face – always make sure you have the required PPE to keep you safe. If you don't or you feel you require more, speak with your Admin.

You have a right to be and feel safe - If at any time you are feeling unsafe, you need to speak with your Admin. If you are not getting any resolve, contact Tracey Lesperance our EA H&S Rep. She can give you suggestions or help with the situation.

Threats – being threatened by a student in anyway whether it be by an action or verbally is still a threat and needs to be reported on a Violent Incident form and a Safe Schools Form filled out as well.

Please, it's your responsibility to report all incidents.

IF YOU DON'T REPORT ANY INCIDENT, IT'S TAKEN AS....IT NEVER HAPPENED!

Make sure you read Tracey's H&S Article in the newsletter for info and updates.

Disability item – If you have been exposed to a sick child or COVID at school, been spit on, bit, or have had any issue that deals with bodily fluids, you need to complete a WSIB Exposure form. Go to the WSIB website and search for exposure form. You can either fill it out on line and submit it, or print one out, fill it in and fax it from the school. You are able to do this as its work related. WSIB keeps these forms on file. This protects you as it's been documented for if you get an infection etc. after being exposed but hadn't gone to the Dr right away.

Off on Sick Leave – whatever you send the Board, you should always send a copy to the Union office as well. It's all kept confidential and it helps us to be able to help you when off and are able to return as you may require a return to work meeting or have specific accommodation needs.

Any Leave of Absence and NEW – Retirement or Resignation- are to be completed via the Boards on line process under Employee Self-Serve and then go to HRP Docs.

Emailing us – make sure you check the email address of the Rep/Steward you are trying to email. Many times we have not received the emails people have sent us and they are upset when they don't get a reply. We have found numerous times that the emails have had incorrect spelling of our names and with the email system we have, you will not get it bounced back to you. This is one of the reasons we say that if you don't receive a reply within a few days, please check the spelling or re send it. You can also call the office and ask for a message to be sent to whoever you are trying to contact.

Status Changes – If you are a supply who has been successful obtaining a permanent position, you need to go into your profile on Apply to Education and change your status. If you don't, all you will be able to see or receive are the external postings.

CUPE 218 Email and Website – All updates as the Union receives them are placed on the 218 website in the Members Portal section. Please make sure all CUPE members (including supplies) within your school have their CUPE 218 email set up. You can contact Sue Wilkinson for assistance with your email and the Portal at swilkinson@cupe218.ca This is how all of our information is shared and you receive email updates, newsletters etc.

Take care and stay safe!

In Solidarity,

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

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.

SCHOOL AREA	CONTACT PERSON (REP)	CONTACT INFO
AJAX & PICKERING ELEMENTARY SCHOOLS	BRANDY TOWNSON (STEWARD) STEPHANIE DEZSI (STEWARD)	brandy.townson@cupe218.ca stephanie.dezsi@cupe218.ca
ALL NORTHERN & WHITBY–ELEMENTARY SCHOOLS	DEB KENNELLY (STEWARD)	deborah.kennelly@cupe218.ca
OSHAWA ELEMENTARY (ADELAIDE MCLAUGHLIN P.S.– JEANNE SAUVE P.S.) OSHAWA ELEMENTARY (KEDRON P.S. – WOODCREST P.S.)	FIL WYLIE (STEWARD) SUE WILKINSON (REP AND CONTACT FOR CUPE EMAIL, BENEFITS AND OTIP)	filomena.wylie@cupe218.ca swilkinson@cupe218.ca
ALL HIGH SCHOOLS & H&S ITEMS	TRACEY LESPERANCE (REP AND EA H&S REP)	tracey.lesperance@cupe218.ca
BOARD MEETINGS AND CUPE EA COLLABORATOR	GLEN MORRISON (REP)	gmorrison@cupe218.ca
SUPPLIES -OFFICE /OUTDOOR ED/ DISABILITY MANAGEMENT REP	LORI RICHARDS (CHAIRPERSON)	lrichards@cupe218.ca

Educational Assistants Public Board · Health & Safety

Welcome Back ...again..to in school learning.

These last few weeks have been very challenging. And I think everyone deserves a pat on the back for continuing to support your students both in the schools and virtually.

Violent Incident Reporting

ALL INCIDENTS OF VIOLENCE NEED TO BE REPORTED.

When you submit a Violent Incident Report, be sure to also complete the Safe Schools Incident Reporting form.

Your Principal should be giving you a receipt, that they have completed Part B within 5 days of your submission.

If you do not receive one- ASK! And I would suggest doing so via email Incident Type- check off all that apply.

The other box can be used for anything not listed: bites, hair pull, choke etc.

Mental Stress

Many of you are dealing with very complex students and require an extreme amount of patience and resilience. Make sure to reach out to your co-workers, and Admin team if and when you need a break. Remember , you are entitled to two ten minute breaks away from your students. Take them!

If you do not take care of yourself, you will not be able to take care of anyone else!

Employee & Family Assistance Program is available to assist you at 1-844-880-9142

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**, 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.

Student Briefs - Do you know where your school keeps them?

The DDSB is required to provide information, including personal information, to workers regarding a person with a history of violent

behaviour, if the worker can be expected to encounter that person in the course of their work and the risk of workplace violence is likely to expose the worker to physical injury. Student Briefs have been established to fulfill this obligation and to establish a standardized process of sharing this information with workers, when applicable.

The Student Brief Binders are located in the main office, the information is confidential and you may be asked to sign the confidentiality sheet at the front of the binder.

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

Take care, stay safe and thanks for reporting!

Tracey Lesperance

EA Health and Safety Representative

tracey.lesperance@cupe218.ca

Educational Assistants Catholic Board

Welcome to winter! The cold weather is here and again we see fluctuating temperatures. As I am writing this letter, I am acutely aware that some are working from home and others are working hard under extenuating and frightening times in schools. It is the first week of February, and there is expectation that all of us will be back on February 8th, but as usual Lecce has not given the final ascent, and the Board along with us will find out through the news media so it is quite difficult to plan at the last minute especially if we have our own children at home. I myself, have relearned grade 11 Quadratics, Trigonometry, Exponential growth and decay, solving equations, angles, and Pythagoras theory in order to support my son who is challenged by math. I thought it would never end, and am so happy it's Quadmester #3.

Equity During the Shutdown

We have received a number of calls asking us why some EAs are working from home, and how some of you have had to go in to work with the students in-person and feel this unfair. When we questioned the board on this, they have maintained that only the EAs who were working with those students would have to come in for a continuity of service and routine for our students. If this is not the case, please contact your administration to address this. Most secondary EAs were in schools whether they were working with students in-person or online supporting students.

Human Rights & the AODA – Rights of students

I want to share with you a short preamble from the Human Rights Commission regarding “Special Needs students and their rights to an education. A lot of you had questions on why only special needs students were going back to in-person learning. This is because of the AODA and the right to an education, If Boards do not comply with the AODA, they would be violating student’s human rights and would as such be open to litigation. Although this article is dated July 2020, the message remains the same.

The screenshot shows the Ontario Human Rights Commission website. At the top, it says "1/13/2021 Letter to the Minister of Education, school leaders on respecting the rights of students with disabilities | Ontario Human Rights Commission". The logo for the Ontario Human Rights Commission is visible, along with the text "Ontario Human Rights Commission" and "Commission ontarienne des droits de la personne". There are links for "English | Français" and a search bar. Below the navigation menu, the page title is "Letter to the Minister of Education, school leaders on respecting the rights of students with disabilities". The date is "July 14, 2020". The recipient is "The Honourable Stephen Lecce, Minister of Education, 438 University Ave, 5th Floor, Toronto, Ontario M7A 1N3". The recipients are "Chairs of District School Boards, Directors of Education, School Authorities". The subject is "RE: COVID-19 – Respecting the rights of students with disabilities". The text begins with "I am writing on behalf of the Ontario Human Rights Commission (OHRC). We hope this letter finds you and your team safe and healthy, and we thank you for your ongoing efforts to provide continuity of learning for students during the COVID-19 pandemic. The OHRC welcomes the June 19 announcement of the government's School Safety Plan for the 2020 – 2021 school year, and understands that school boards will develop specific plans by late July based on this direction. In addition to this plan, we know that the Ministry of Education (MOE) has provided guidance to school boards on continuity of learning for students with special education needs." The URL at the bottom is "www.ohrc.on.ca/en/news_centre/letter-minister-education-school-leaders-respecting-rights-students-disabilities" and the page number is "1/7".

Educational Assistants Catholic Board

Health & Safety

We have just heard from the Lecce Minister and it looks like we will all be going back February 8th. Please fill out and follow the new self-assessment protocol that your administration has sent to you. This has to be done on a daily basis. See below.

DURHAM CATHOLIC DISTRICT SCHOOL BOARD
Learning and Living in Faith

CEC Staff Daily Confirmation of Self-Assessment

Hi Maureen, when you submit this form, the owner will be able to see your name and email address.

* Required

1. Before entering the Board Office:

1. Please click to review the COVID-19 Self- Assessment Guidelines to ensure that you have no symptoms:
<https://covid-19.ontario.ca/school-screening/>
2. IF YOU HAVE SYMPTOMS, YOU MUST NOT ENTER THE BUILDING
3. Please follow physical distancing of 2m recommendations at all times.
4. It is recommended that you remain in your own department/office as much as possible.
5. Practice frequent and thorough hand washing and/or hand sanitizing.
6. Avoid gathering in groups; when meeting maintain physical distancing.
7. Wear a face mask at all times
8. Wear eye protection (face shield) + face mask when a distance of 2m cannot be maintained.
9. Do not admit outside visitors to the building who are not CEC staff without approval of your supervisor.
10. If you need to use a common item (ex. Photocopier) please sanitized your hands before and after use.

Keep following the health & safety protocols i.e., masks, and face shields at all times when social distancing cannot be maintained and when working with students. This includes both inside and outside of the schools. Some of you will have the QR codes where you can scan using your smartphones at the entrances of the school.

Rumours re: March Break

We would be remiss if we did not address the rumours and media reports that have said that March Break maybe cancelled. I am hoping that we hear on a factual basis rather than a guess as soon as we can. I get that the motivation behind this is to protect us from the post-holiday high level of COVID cases. I for one am looking forward to a break as this has been very hard on my mental health and my stress is at a whole other level, as I'm sure yours is as well. Our pay schedule is paid evenly over 22 equal pays so we are paid regardless but, we have heard that the ministry will make a decision in the next week or so.

AD HOC

We haven't had an AD HOC meeting as of yet but continue to address the online incident reporting training that we still would like to offer and have brought this up at Labour Management so it does not get forgotten.

Labour Management

We had a labour management meeting on Thursday, January 28th that went fairly well. We are still awaiting on replies to some of the requests such as technology for EAs, an extra hour for supplies to cover bussing during the pandemic as they only work 6 hours and not 7 leaving us short at bus time. We hope to update you about these requests shortly.

EDSBY

Some of you have had difficulty getting onto EDSBY in some of your classes. I believe the fix is that the teacher in the class has to invite you as a "supply" so that confidential information about the students within the class won't be shown to you. Please let your teachers know that they must do this in order for you to come in and support students within the virtual classroom.

Job Evaluation

On January 19th and 20th, we were able to do joint virtual Job Evaluation training with CUPE and Board members. The good news is that, we can now sit jobs as we have enough members to evaluate jobs, especially the EA position. We plan on doing more Job Evaluation training so that we can add more members to the committee, and we will not run short again. We will update you all when we finally start again.

Bargaining

I am sure you are tired of hearing about an update to bargaining instead of a date to ratify as I am. We met with the Board on February 5th, and based on the tone and the lack of respect at the table we did not attain an agreement at that time. I am hoping that once you read this newsletter that the Board will return with a better response and we can finally end this stand off.

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.

Educational Assistants Catholic Board

A letter from Mike O'Neil – Superintendent of Education/Human Resources

On behalf of the Sr. Administration team and Human Resource Services I would like to extend our sincere gratitude for your dedication and professionalism during the most recent provincial shutdown when you are called to work while others remain home. We acknowledge the anxiety that arises as you have been called into work to provide service to our most vulnerable students during the school shutdowns. We are extremely lucky to have employees that recognize their role as a vocation rather than simply a job. Your moral purpose has been challenged as you are faced with uncertainties in these unique times, and you balance your own safety with your call to serve our students. We deeply appreciate your ongoing commitment, and we know it is demonstrating to our community the vital role you play within our schools.

We continue to work closely with our CUPE Local 218 partners and appreciate their feedback and value the ongoing communication that is necessary in building strong employee and employer relations. I wish I could personally bring you each a coffee and a donut to show my appreciation, but I feel that would not be good for my own health as I have no self-control and would order a donut each time; my physical well-being is being challenged enough during this second lockdown!

Mike O'Neill

Superintendent of Education, Human Resource Services

A message from Superintendent Susie Lee-Fernandes

Dear Educational Assistants,

I feel that I always start with a thank you, but I don't know how I could not! Thank you for the work you have done to support our students during this extended remote learning period. I know that many of you attended some of the workshops offered to support virtual learning, and I am sure that your presence for students, even virtually, makes a huge difference.

As we prepare for the return of students on Monday, I am so grateful for your continued dedication and service. To support the safe return of in-person learning, new measures are in place to protect students and staff. These measures include:

- Mandatory masking requirement for students in Grades 1-3
- Masking requirement for students in Grades 1-12 outdoors, where physical distancing cannot be maintained
- Enhanced screening for secondary students and staff

Wishing you all a great weekend ahead!

Susie



I have added this quote because it gives me faith and hope that we will get out of this soon healthy and well.

We are here for you! Stay strong and we will get out of this together,

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!

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LINC · ESL Catholic Board

Some great news! Our Collective Agreement has now been ratified by the Board trustees and we are now eligible for benefits. Please keep an eye on your emails for enrolment information that will be sent by OTIP. It might take a week or two to get the letters out (depends on when the board sends in the appropriate data for our group).

Now the ball is rolling, keep checking your CUPE email because a lot of important information will be coming our way regarding benefits, OMERS, CUPE business etc. Remember you can sync up your personal email and your CUPE email so that anything sent via your CUPE email will automatically be sent to your personal email so that you don't miss any important information. If you have any questions about benefits, please contact Sue Wilkinson at CUPE 218: swilkinson@cupe218.ca

Thanks,

Tracy Gill

tracy.gill@cupe218.ca

FYI: Benefit info From the website:

What if I do not enrol in time?

If you do not complete the enrolment process by the completion date in the enrolment email, you will not have coverage. If you want health and/or dental benefits later, you will need to provide proof of good health (evidence of insurability) and approval from the insurer. This could limit your coverage (dental \$200 for the first 12 months per insured person), or you/your dependants may be denied coverage for those benefits.

I don't have much funding for benefits now. Can I join later when my funding level goes up?

Yes, you will have opportunities to enrol as your funding levels increase. An email will be sent to you at that time. (NOTE: If you are already working 15 or more hours per week, you are eligible for full funding for health and dental with a 4% member share of the cost. If your hours increase and you wish to apply for health/dental coverage at that time, you will be treated as a "late applicant".)

Continuing Education Public Board

This has been an interesting start to the new school year. We seem to spend much of our energy waiting for Ministry announcements to tell us what is coming next. As of the date of writing (February 5th), we have been given notice that in-person classes will resume on February 8th. Please ensure that you keep safe as you return to school.

Our main focus since the start of the year has been local bargaining. We had one day of bargaining with the conciliator in January, and at the end of the day our committee felt quite discouraged by the lack of movement. Our hope is that our next day, February 10th, will lead to more progress.

Our bargaining committee continues to meet virtually monthly, and more often as needed. As chair, I have always been thankful for our bargaining team and for the very helpful input each member has to offer.

Our next membership meeting will again be on Zoom. Although we miss seeing each other in person, it has been great to see some new members able to attend because of the convenient format. Be sure to check your email for your Zoom invitation shortly before the scheduled date of February 28th, and we hope to see you there. Meanwhile, if you have any questions or concerns, please feel free to contact Jane, Judy or Darlene.

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

OTIP Updates

Bursary Program

To support members of the Ontario education community, we are proud to offer 20 student bursaries this year through the OTIP Bursary Program! Do you know a student who could use an extra \$1,500 for tuition?

Learn more at <https://bit.ly/3aBnUMr>



Get The Scoop Contest

Get the scoop! When you sign up to receive news about OTIP's latest contests, special offers & insurance news you'll also be entered into a monthly draw for a \$500 gift card! Subscribe and enter our contest today.

Learn more at <https://bit.ly/3f5MXcF>

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.