



# April 2021 Newsletter

The next GMM will be held Sunday April 25, 2021 at 7 pm

Zoom Meeting ID **984 9368 8835**

Passcode **214610**



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## Nominations and Elections

Election for Catholic Board Custodial  
Maintenance Steward - term:  
May 1, 2021 - December 31, 2022

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# President's Message

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## Dear Sisters and Brothers,

April is World Autism month, and it's the perfect time to show your support and spread awareness about this complex. Whether your child or someone else you know has autism, there are many ways you can celebrate this special month.

Some of my favourite quotes:

\*Autism can't define me. I define autism.

\*Everyone has a mountain to climb and autism has not been my mountain, it has been my opportunity for victory.

\*I might hit developmental and societal milestones in a different order than my peers, but I am able to accomplish these small victories on my own time.

\*If I could snap my fingers and be non-autistic, I would not. Autism is part of what I am.

\*Autism is part of my child, it's not everything he is. My child is so much more than a diagnosis.

\*Do not fear people with Autism, embrace them. Do not spite people with Autism, unite them. Do not deny people with Autism, accept them for then their abilities will shine.

I am pleased to announce that all four bargaining units at the Durham District School Board have ratified their contracts. Just days after the Educational Assistants and Outdoor Education Instructors requested a "no board report" the employer had reached out which led to the Memorandum of Agreement.

With regards to the Durham Catholic District School Board, we are still in talks with the employers bargaining team and are hopeful of reaching settlement in the very near future. Please continue to view your CUPE personal email and our website for updated information.

At this year virtual OSBCU Convention there were many Resolutions that were passed. The Resolutions consisted of updates to the OSBCU by-laws and submissions from different reference groups. During this convention elections were held, and I'm happy to say our very own Sister Sue Wilkinson was acclaimed as Trustee and Sister Lori Ann Richards was acclaimed as Area 4 Mobilization Officer.

As the province enters the third wave of the pandemic, the Ford government is delivering a budget that fails to even keep education spending in line with the rate of inflation and enrolment growth. Obviously, education is not a priority for this government.

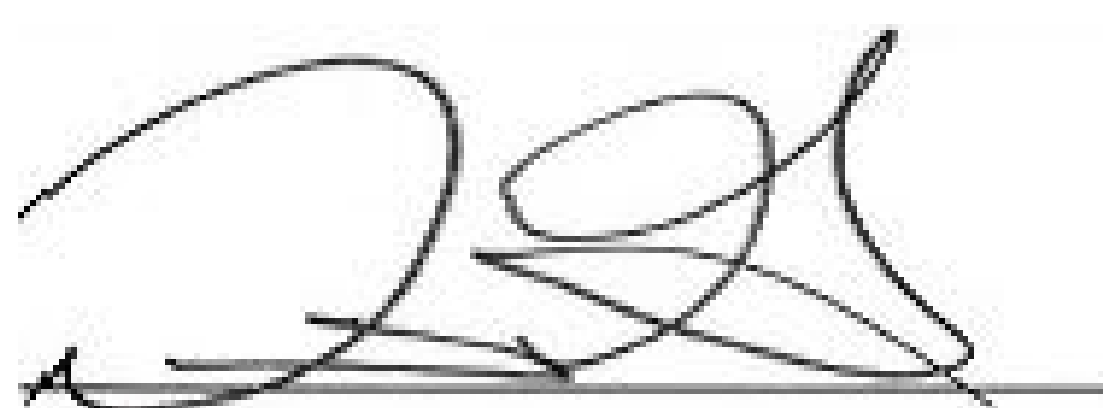
To date, the province has refused to make critical investments in publicly funded education, putting students, education workers and families at risk. The government has disregarded advice from medical experts, refused to enhance safety measures, and looked away as safety concerns and self-isolation requirements result in unprecedented staffing shortages across Ontario.

CUPE and our education affiliates are actively engaging action on this matter.

I would also like recognize that in April some of us celebrate Easter traditions and our Catholic sisters and brothers will start Lent, Ramadan begins April 13th, Earth Day is April 22nd and the Day of Mourning is April 28th. At this years Durham CUPE Council Day of Mourning Ceremony, our Sister Cindy Ellis has been selected to give a speech. Sister Ellis touches on her time and life as an educational Assistant, life with COVID and many other topics. Well done Sister Ellis, you made local 218 proud.

Our next General Membership meeting will be held on Sunday April 25th at 7:00pm

In Solidarity,



Dennis Gibbs  
President  
CUPE Local 218



April 2021

# Vice-President's Message

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**Dear Sisters and Brothers,**

Hello Everyone, well it is the month of April and now we are a month in to spring already. The weather is starting to get nicer every day and starting to warm up. I hope everyone had a great Easter and enjoyed some time with the family. By the time this newsletter comes out we would have been through the April break and I am hoping you were able to get some more rest. We are hoping to not be shut down by the Ford government again but we know the numbers keep rising. The schools are not the issue of COVID spreading through our schools, it is the activities that take place at home. Our staff has been working extra hard to keep kids and members safe. You guys are the heroes in the school and I want to thank you for all the hard work that everyone does day in and day out in the schools.

Well we have finally ratified some deals in negotiations, the DDSB has ratified all of their deals with the board. The DDSB will be hopefully ratifying the last unit on April 6/21. The DCDSB is hopefully almost done their negotiations, 2 out of 3 units are pretty much done and we are just waiting on one more article for the other unit to wrap up negotiations with the DCDSB.

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 3 and now we are moving them to arbitration so now we are waiting for dates for arbitration. 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.

Spring is here and the weather is warming which means there will be more time spent outside either with the kids or working on yard work. Please be careful with all the pot holes or uneven ground in the yard. Stay safe out there and enjoy the fresh air.

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, March 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](mailto:shebert@cupe218.ca)



# Disability Management

## Dear Sisters and Brothers,

Just like that we are in April. Hopefully we have had our April break and are rejuvenated to plough through our last stretch before summer break. As always, I hope everyone is staying healthy and safe in this trying time and continues to focus on their mental health.

Please continue to 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](mailto:Maureen.lecourt@dcdsb.ca) or [confidential.medical@dcdsb.ca](mailto:confidential.medical@dcdsb.ca)

Please note that the DCDSB is now sending off FAF forms for anyone that completes a Parklane. You do not need to have your doctor fill out the form, unless you sought medical attention. The Board is sending out the form in case someone decides to seek medical attention after the incident and they already completed the Parklane documenting first aid only. If you have any questions around the new process, please feel free to reach out to me by email or contact the CUPE office.

Please continue to be mindful of the Memo's that came out regarding COVID and COVID symptoms in your household. If you are able to work from home while you are awaiting your COVID test results, please reach out to your principal for direction. Thank you as always for always doing your part to ensure the safety for all. If you have any questions surrounding these Memo's please reach out to me. If you would like to access a copy of the Memo's they are on the DCDSB website, Memo HRS20-21010 and the new Memo HRS20-21049.

You can also email me and I will forward them over to you. If possible, I would encourage someone from each location to print off the Memo's as well as the Durham Regional Health Department guidelines around COVID in the schools and put them in the staff rooms so everyone is aware.

As in my other reports I have included the basic protocol for COVID for each of the 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](mailto: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 -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. Please note that the DCDSB has only agreed to code your absence under the Quarantine

Language if you are directed to stay at home due to a work place exposure or if you test positive. The union does not agree with their comprehension of the language and currently have Policy and individual grievances submitted. If you feel that you were not coded correctly, please contact the union office and we will discuss your options.

When you receive your COVID results you must submit them to [COVIDTestResults@dcdsb.ca](mailto:COVIDTestResults@dcdsb.ca). You can also go on the board website and access Memo HRS20-21010 for additional information and as mentioned above the new Memo HRS20-21049

## WSIB and Covid

If you believe you may have been exposed to COVID-19 while at work, but you are not ill and/or are not currently presenting symptoms of COVID-19, you should complete a Worker's Exposure Incident Form and fax it to the WSIB at: 1-888-313-7373 **AND report this to your Principal.**

If you are presenting symptoms of, and/or have been diagnosed with COVID-19, which you believe to be contracted at work, you should complete the above form, notify the Board in the usual manner and seek medical advice immediately. Be sure to document for your records the date of your doctor or hospital visit. COVID-19 exists in the broader community, which creates challenges in establishing the link between your workplace and contracting the virus. For a COVID-19 claim to be allowed, evidence must show that a worker's risk of contracting the virus through their employment is greater than the risk to which the public at large is exposed, and that your work and/or workplace significantly contributed to the illness. You must also fill out a WSIB form 6, inform your Principal of this and send the completed form to Maureen Lecourt DCDSB at [confidential.medical@dcdsb.ca](mailto:confidential.medical@dcdsb.ca) or [shortterm.absence@ddsb.ca](mailto:shortterm.absence@ddsb.ca) at DDSB.

The Exposure form can be accessed through the WSIB website or the CUPE 218 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.

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](mailto:carrie.boisvert@cupe218.ca)  
Disability Management Coordinator

**Sean Hebert** - [shebert@cupe218.ca](mailto:shebert@cupe218.ca)  
**Lori Richard** - [lrichards@cupe218.ca](mailto:lrichards@cupe218.ca)  
**Bobby Montgomery** - [bmontgomery@cupe218.ca](mailto:bmontgomery@cupe218.ca)



# Secretarial · Clerical · Technical Catholic Board

April marks what is hopefully the final stretch of this pandemic. At the moment we are in the terrible third wave and it is hitting us hard. We have more cases in schools now than at any point previously and we all need to do everything we can to stay safe. Please make sure you are wearing your PPE and staying at least 2 metres apart. We cannot afford complacency at this time as we are all still very vulnerable until the vaccine rollout expands more.

With that being said, we can see the light at the end now, with the vaccine rollout speeding up almost every week. As more people get the vaccine, it should be harder for COVID to spread which will help keep all of us including the children safe.

At this point Durham Health has not given any indication that a full school shutdown is imminent, nor has the provincial government. However, that doesn't mean much, and an announcement could come at any time. Please make sure you are taking your things home at night just in case so that you can work from home if we have to.

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](mailto: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. If your PPE supply is getting low, please let your admin know so that more can be ordered.

Bargaining is on-going... I thought we were getting closer, but we have hit a snag near the finish line. We are still talking however and have an upcoming meeting on April 15th where I am hopeful that we can work past this final piece so that we do not have to file for a no-board.

We have put all our personal COVID-19 sick days grievances into abeyance as we have moved the policy grievance to arbitration. We are still waiting meeting dates for our step 3 grievances centred around denied LoA's.

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.

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.

Make sure to be taking your breaks and lunches every single day. You deserve them and you have the right to them, it also never hurts to take them away from your desk for a little peace and quiet. If injured on the job, please make sure you report it right away to your Principal and/or Supervisor. Make sure all paperwork is completed and copies are made for your own files. Please also let the Union Office ([office@cupe218.ca](mailto:office@cupe218.ca)) know that an incident has occurred and any updates following. We are here to assist you when required, however we can only do that when we are informed.

When you are filing out your vacation requests for this summer, please ensure you have a signed copy of your vacation request. If you are working in a school, it is HR's position that they need to approve your vacation in addition to the principal. So please make sure you have a signed copy with their signature on it as well. Please also ensure that you are using the correct form that accompanies the Numbered memo on vacations.

We have had a few virtual membership meetings over the last few months. I notice that a lot of SCT members still are not attending. Please try to make it, you have a chance to ask questions and hear how things are going with everyone. The next date will be included with this newsletter when you receive it. If you need help accessing your CUPE email, please contact Sue Wilkinson at the CUPE 218 office.

Stay Safe everyone and see you next newsletter.

**Mike Morris**

Chairperson

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

**Sandra Ribeiro-Dantas**

Bargaining Committee

[sandra.dantas@cupe218.ca](mailto:sandra.dantas@cupe218.ca)

**Jennifer Del Gatto**

Bargaining Committee

[jennifer.delgatto@cupe218.ca](mailto:jennifer.delgatto@cupe218.ca)



# Office · Clerical · Technical Public Board

I hope everyone enjoyed their Easter long weekend and for those working in schools, the April Break. The days are getting longer and the weather is warming up. Spring is truly here!

As I type this, the Ford government has placed Ontario under a 4 week “emergency brake” shutdown with schools remaining open. Covid cases are increasing within our schools with classrooms being dismissed and outbreaks declared causing all classrooms within schools to be dismissed. Please keep your safety a priority. Wear the PPE you need: masks, shields/goggles, gloves, etc. and keep the maximum physical distance you are able. Please keep safe.

## Collective Agreement

We have a new Collective Agreement. I want to say “Thank You” to the OCT Bargaining Reps for all your work over the past 2 years, including Karen White who retired at the end of 2020. As soon as the updates have been completed, the CA will be posted to the CUPE website. Now that we have our new CA, this means the 1% wage increases will be paid out. The payments will be received over 2 pay periods: one for the September 2019 increase and one for the September 2020 increase. The board is aiming for pay dates of April 15 and 29 for permanent employees and at the time I am writing this, they were still working on dates for casual employees.

## Seniority List

The Seniority List is available on our website as well as DDSB Spark. The hours recorded are as of December 31, 2020.

## Emails

If you have a question or concern, please use your CUPE/private email to contact your rep at their CUPE email. Members should not be using DDSB email for union business. You can have your CUPE email forwarded to your personal email so you don’t miss out on any information. Go into Settings, then Forwarders, click on Create Forwarder and enter your email address. Should you need help accessing your CUPE email, please contact Sue Wilkinson.

## General Membership Meetings (GMM)

Our GMM are currently being held virtually. I encourage you to attend these meetings, they are usually less than one hour, it gives you an opportunity to hear what is happening with our OCT unit, as well as the other units, and to ask questions. The next GMM date and zoom information are included with this newsletter.



## OCT Committee Contact Information

OCT Chairperson	Allison Petty	<a href="mailto:allison.petty@cupe218.ca">allison.petty@cupe218.ca</a>
Elementary Schools Rep	Leanne Finlay	<a href="mailto:leanne.finlay@cupe218.ca">leanne.finlay@cupe218.ca</a>
Secondary Schools Rep	Antony Nembhard	<a href="mailto:antony.nembhard@cupe218.ca">antony.nembhard@cupe218.ca</a>
Education Centre Rep	Andrew Pearce	<a href="mailto:andrew.pearce@cupe218.ca">andrew.pearce@cupe218.ca</a>



# Custodial · Maintenance Public Board

Dear Brothers and sisters,

As of now the union and the board have ratified and you should have received part of the retroactive pay. The Retro will be split into two pay periods over the month of April.

That's the good news..... Now the bad. Recently the board has adopted a new practice of delegating scheduled overtime to casual employees. The Union finds this to be a direct violation of the collective agreement and a snub to all the hard work our members have done over the last year.

During bargaining, there was proposals around hours of work put forth by the board. Your bargaining committee found these proposals to be a major concession as it would essentially eliminate any overtime opportunities for our permanent employees. The board proceeded to inform the union that if we did not agree to this proposal that going forward any hours outside regular working hours will be delegated to casual staff, hence eliminating overtime for permanent staff anyway. The committee was given no choice but to reject the proposal and go through the complaint and grievance procedure.

We have been in contact with our legal and are hoping to have this dealt with as soon as possible. If you have any questions regarding this please feel free to contact me at the office for clarity.

I am pleased to say that we have cleared up a lot of outstanding grievances and the members are satisfied with the outcomes. We still have some that are in abeyance and others headed to arbitration. These range from job postings to terminations.

Brother Dan mills is still working closely with the boards health and safety dept. to keep our members informed of all possible COVID cases throughout our schools and is investigating possible defects with PPE and the new chemical the board has introduced. I want to thank brother Mills for all his hard work and dedication to the health and safety of our members during these strange times.

Our next general membership meeting is April 25th please plan to attend to stay up to date on all current issues and news surrounding your local.

Please remember if you have had the unfortunate experience of having a workplace injury or any other injury please inform the union by contacting the union office.

In Solidarity,

**Bob Montgomery**

Chairperson/Disability Representative

Committee

**John Allan**

**Kurt Badgley**

**Dan Mills**

**Dan Fusco**

**Kevin Lamont**

**Jeff Goodwin**

**Robin Fair**

**Jess Fusco**



April 2021

# Custodial · Maintenance Catholic Board

Hello Brothers and Sisters, we have passed 1 year since the beginning of this Worldwide Tragedy has taken hold. We have seen family, friends and coworkers suffering with grief and disheartenment and others who have flourished with the closeness of family, even if it has been mostly virtual. With all that being, said we will soon have vaccines available to us all and the days of hugging and holding your family and friends will once again become a reality.

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.

One step 3 grievance has recently been settled with the board with no need for arbitration. We also have two Step 2 grievances proceeding however the timelines had to be slightly extended because of bargaining. Bargaining may affect the outcome of these particular grievances. There is one Step 3 proceeding to arbitration.

As for bargaining, we are very close. There are a couple of smaller issues outstanding with another unit and we are awaiting clarification from the board before all the units can proceed to ratification.

Please refer to your CUPE email for any updates or new information. If you do not have access to your CUPE 218 e-mail, please be sure to contact Sue Wilkinson at the union office ([swilkinson@cupe218.ca](mailto:swilkinson@cupe218.ca)) for your login information; this information will give you access to both your email and the members' area of our website. We encourage you to log in so that you have access to the latest updates concerning your union. Please also keep in mind that if you have been injured on or off the job, it is important to keep the union office informed.

Please 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, as our supervisors are out at the schools checking on this for compliance. If you cannot maintain a 2m distance from students or other staff you must wear a face shield as well as your mask.

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 custodial and maintenance personnel out to meetings or via ZOOM to hear what is happening with our union and school boards. There will be a position opening up for Nominations in the April General Membership Meeting for: Steward- Catholic Board, Custodial/ Maintenance. If you or anyone you know is expressing interest in getting more involved with the Union and wishes to help their Brothers and Sisters, please contact any of your reps listed below for more information.

On a personal note I would just like to thank all of our custodial and Maintenance staff for their hard work and dedication to our fellow staff, students and buildings. Our professionalism and continued dedication makes me proud to be able to be your CUPE Rep.

In Solidarity,

**Dave Slater** – Chair C/M [dslater@cupe218.ca](mailto:dslater@cupe218.ca)

**Natalie Melich** – Bargaining [natalie.melich@cupe218.ca](mailto:natalie.melich@cupe218.ca)

**John Quarrie** – Steward [john.quarrie@cupe218.ca](mailto:john.quarrie@cupe218.ca)



April 2021

# Educational Assistants Public Board

**Spring has finally sprung! We all need the sunshine and nicer weather! Easter and the Spring Break have come and gone; we hope you were able to enjoy your much needed time off! Next up is looking forward to the May long weekend!**

**Collective Agreement Update** – It was a long haul and at times hard and frustrating. It came down to the wire but we finally have a new Collective Agreement – For just over a year anyway until we start bargaining our next one.

We would like to thank the members who attended the ratification vote. Yes, there were some issues logging everyone in and throughout the meeting but hey..... That's zoom and what has become the new norm over this last year!

Once everything is signed and proof read, everyone will receive a copy of the new CA and it will be on the CUPE 218 website in the member's portal as well.

**Members Who Have Retired/Resigned** – If you are aware of anyone who has left the Board (Retired/Resigned) between September 1st 2019 and now please let them know they need to contact Board if they have moved or changed any of their info as the Board will require updated address/banking etc info to receive their Retro increase for the time they are eligible.

**Staffing For Next Year Update** – Transfer letter was emailed to all EAs April 1st to be returned on April 9th. There were 4 classes that closed in Elementary and 5 new classes were opening. 1 H.S. class closed and 6 new classes were opening.

All new classes are posted. At the time of writing this, I'm not sure if the postings have come out yet.

As of right now, the Board is hoping to continue with the yearly practice on staffing. Allocation will be starting and once that is finished, all Admin will hopefully receive their staffing list by the Monday/Tue of the May long weekend.

Following that, the Surplus/Transfer list will come out for the EAs who are on it to choose a position.

The Board has to work with the Government on what will be the process for the 2021-2022 school year and as we are aware, changes could take place at a later time.

We will update you as we receive information.

**Reminders and Other Info** – Anyone who requires an Employment Letter needs to email [HR.Services@ddsb.ca](mailto:HR.Services@ddsb.ca)

- Special Leave days – We do not have 2 personal paid days. This is worded incorrectly in your ESS and we will be asking to have that changed. We have 2 paid special leave days. You can find the information on these days in your CA under Article 20.07.
- Leave of Absence- any LOA has to be requested through your ESS HRP Link and then Forms Online. This is where you also see the Violent Incident and Safe Schools reporting forms.
- Meet with or talk/text with parents- This is not our role. This is a teacher's responsibility. Unless it's an emergency and you have been directed to contact a parent, please do not do this. This has led to issues with a few members and I can honestly tell you that you having conversations with parents does get back to the teachers and Admin.

Always direct the parents back to the teacher or Admin.

- Speech or other Assessments of students- This as well is not our role!
- Lunch and 4 hour Supervisors- Should not be doing our work with students. This is doing the work of our Bargaining Unit and it should not be happening. Please let us know if this is taking place at your school.
- Social Media – I will put this in every newsletter and say it at every GMM as once again, Admin and the Board were given screenshots and the time stamp of something that was stated on a social media page. If you have questions, please contact the Rep/Steward for the Area in which your school is.

Don't post or make comments on Social media - especially during your working hours, Admin know your schedules.

As well, don't have in your profile that you work for the DDSB.

If you have been injured or are off work for a medical reason, please remember to either include or send the Union the same info that you give Ability Management. This helps us to assist you better when it comes to answering questions or with a Return to Work meeting. Contact the Union office if you have any questions or need assistance.

Remember, you have a right to have a Parklane filled out if you have been injured in any way, even something minor that requires first aid. When debriefing with Admin, tell them that you would like a Parklane completed.

Having to wash an area, use ice/ice pack, put on a band-aid, sit down for a bit and be monitored etc. is all considered 'First Aid'. This can be from being scratched, bit (with skin broken or not), being hit, slapped, all of these can develop into a bruise or other injury and therefore should be documented.

Many of us adults and the students are having struggles so please....

IF WE CAN BE ANYTHING---- BE KIND. It just may make a difference in a person's day or life.

It's ok to ask for help - reach out to us in the Union office, we can help provide you with resources. Such as the free and confidential services of Morneau Shepell the Employee & Family Assistance Program. **1-844-880-9142** or email them at [www.workhelathlife.com](http://www.workhelathlife.com) this service is open to all Board employees and their family. They offer many different services that you can access. Check them out.

Take care, be safe and be well,

**EA Bargaining and Stewards Committee,**

Glen, Brandy, Sue, Stephanie, Tracey, Deb, Fil and Lori

*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	<b>BRANDY TOWNSON (STEWARD)</b>  <b>STEPHANIE DEZSI (STEWARD)</b>	<a href="mailto:brandy.townson@cupe218.ca">brandy.townson@cupe218.ca</a>  <a href="mailto:stephanie.dezsi@cupe218.ca">stephanie.dezsi@cupe218.ca</a>
ALL NORTHERN & WHITBY–ELEMENTARY SCHOOLS	<b>DEB KENNELLY (STEWARD)</b>	<a href="mailto:deborah.kennelly@cupe218.ca">deborah.kennelly@cupe218.ca</a>
OSHAWA ELEMENTARY (ADELAIDE MCLAUGHLIN P.S.– JEANNE SAUVE P.S.)  OSHAWA ELEMENTARY (KEDRON P.S. – WOODCREST P.S.)	<b>FIL WYLIE (STEWARD)</b>  <b>SUE WILKINSON (REP AND CONTACT FOR CUPE EMAIL, BENEFITS AND OTIP)</b>	<a href="mailto:filomena.wylie@cupe218.ca">filomena.wylie@cupe218.ca</a>  <a href="mailto:swilkinson@cupe218.ca">swilkinson@cupe218.ca</a>
ALL HIGH SCHOOLS & H&S ITEMS	<b>TRACEY LESPERANCE (REP AND EA H&amp;S REP)</b>	<a href="mailto:tracey.lesperance@cupe218.ca">tracey.lesperance@cupe218.ca</a>
BOARD MEETINGS AND CUPE EA COLLABORATOR	<b>GLEN MORRISON (REP)</b>	<a href="mailto:g Morrison@cupe218.ca">g Morrison@cupe218.ca</a>
SUPPLIES -OFFICE /OUTDOOR ED/ DISABILITY MANAGEMENT REP	<b>LORI RICHARDS (CHAIRPERSON)</b>	<a href="mailto:lrichards@cupe218.ca">lrichards@cupe218.ca</a>



# Educational Assistants Public Board · Health & Safety

## Updates

I have received many questions this month with regards to students who appear to have COVID symptoms but are still attending school. I reached out to Kerri Stewart the Health and Safety Manager. She has suggested that EAs, let their Admin know when a student appears to have symptom(s). The criteria that DDSB and Durham Regional Health are using to determine return to school is:

Students might not be totally symptom free but they should have one of the following:

- They receive a negative COVID-19 test result.

OR

- They receive an alternative diagnosis by a health care professional.

OR

- It has been 10 days since their symptom onset, they do not have a fever (without using medication).

AND

- Symptoms have been improving for at least 24 hours.

<https://www.durham.ca/en/health-and-wellness/resources/Documents/InfectionDisease/FactsAbout/COVID-19-School-Childcare-Screening.pdf>

## Employee Mental Health Sessions available

Employee Family Assistance Program (EFAP): is offering recorded sessions for DDSB Employees

### Overcoming Burnout

Overview: If you're feeling overwhelmed by the pressures of everyday work and home life, then this workshop focusing on the issues of burnout will help bring your life back into balance. Learn to identify the symptoms of burnout and explore strategies for coping with and avoiding burnout.

View full Session at

<https://vimeopro.com/user65099910/durham-district-school-board>

Password: durham

### Stress Reduction Toolbag

Overview: How do you know you are stressed? Do you recognize the symptoms of stress? Explore the newest research and what experts are saying about good and bad stress. Participants will gain the tools to manage stress, including mindful communication.

View full Session at: <https://vimeopro.com/user65099910/ddsb>

Password: webinarddsb

## Violent Incident Reporting

Thank you everyone who is reporting violence in their workplace.

Continuing to complete written reports helps us to get the support we need and to help our high risk students get the assistance they require.

Please remember that even when you are a witness to violence you need to be completing the Safe Schools form. This is found in the Employee Self Serve menu under the Violent Incident Reporting form.

Exposure forms -these should be completed each and every time you are exposed to bodily fluids. If you need a copy, please email the CUPE office or any of the Stewards.

Lastly, remember that the job you are doing is ESSENTIAL. Our students require our support to be able to have the best school days possible. We may not always hear the "thank yous" or feel like we are making a difference -but we are.

So, as we enter the last quadmester, take a moment to remember, you are doing important work, you are appreciated and you have got this!

As always, if you have any questions or concerns, email me or any of your EA committee. We are here for you! You can contact me at [tracey.lesperance@cupe218.ca](mailto:tracey.lesperance@cupe218.ca) or call the union office 905-571-7879.

Take care, stay safe and thanks for reporting!

**Tracey Lesperance**

Public Board Educational Assistant Health and Safety Representative



# Educational Assistants Catholic Board

We just want to wish you all very Happy Easter and a restful Spring break. You all have earned it and I want to thank you for making it through this horrific time. You all followed the health and safety guidelines and somehow managed to get through without getting COVID. Laura Walton President of the OSBCU along with the other education unions have been advocating on our behalf to receive the vaccines so we can be safe. I pray thankfully that we remain healthy long enough to receive those vaccines. At the time of this writing there have been much speculation that we may or may not go back after the Easter long weekend or even after the Spring Break. I am not sure if this applies to you as the Ministry continues to make decisions on the fly and through the media. He also is trying to appease our Special Education parents by allowing our students to return to school in-person which means we all after to go in when all other students and staff remain at home and online. Do we think it is fair? NO! However, we cannot refuse as the would constitute a “Work Refusal.” Remember the individual Boards do not make this decision. It is the ministry who does and we know that they are not on the frontlines. I personally believe that if we have to all go back in when others are at home, that we should be vaccinated and your committee and your Union will advocate for this.

I also want to thank the membership for allowing us to attend the virtual OSBCU conference where Laura Walton was again elected as President. What I did learn was that we have to double down in our efforts and

strategize our campaign for the next round of Central and local bargaining. Ford has announced his budget, and it doesn't look good. He is decreasing the amount by over \$480 dollars per student. If you do the math, you would multiply each student in your school by that amount and that will be the amount that the schools will lose. It's going to take all hands-on deck and we are going to need your support to beat this government. Your union reps cannot do it all alone. It is going to take every one of us in some capacity to accomplish and prevail at the next round of bargaining.





# Educational Assistants Catholic Board

## Health & Safety & Carrie Boisvert – CUPE Disability Coordinator

Hope everyone is staying safe. Recently the ADHOC team met and we discussed the online incident reports. Members continue to check off employee as opposed to student. The question is very abstract and the team has come up with new wording to ensure that the reports are done correctly. When you don't choose student, some of the dropdown boxes don't come up. If you sought Medical attention or first aid it would not give a notification to your Admin to complete a Parklane. If you have questions around the online incident reporting, please reach out to one of your reps for clarification. Recently the Board has started to send off FAF forms for any members that complete a Parklane whether you sought medical attention or not. **YOU ONLY NEED TO HAVE THE FORM COMPLETED IF YOU SOUGHT MEDICAL ATTENTION.** If you only required first aid **YOU DO NOT NEED TO GET THE FORM COMPLETED.**

If you believe you may have been exposed to COVID-19 while at work, but you are not ill and/or are not currently presenting symptoms of COVID-19, you should complete a Worker's Exposure Incident Form and fax it to the WSIB at: 1-888-313-7373 AND report this to your Principal.

If you are presenting symptoms of, and/or have been diagnosed with COVID-19, which you believe to be contracted at work, you should complete the above form, notify the Board in the usual manner and seek medical advice immediately. Be sure to document for your records the date of your doctor or hospital visit. COVID-19 exists in the broader community, which creates challenges in establishing the link between your workplace and contracting the virus. For a COVID-19 claim to be allowed, evidence must show that a worker's risk of contracting the virus through their employment is greater than the risk to which the public at large is exposed, and that your work and/or workplace significantly contributed to the illness. You must also fill out a WSIB form 6, inform your Principal of this and send the completed form to Maureen Lecourt DCDSB at [confidential.medical@dcdsb.ca](mailto:confidential.medical@dcdsb.ca)

The Exposure form can be accessed through the WSIB website or the CUPE 218 website.

You can also contact the CUPE office if you cannot access online. As always please reach out to me if you have any questions regarding your Health and Safety.

Stay safe,

Carrie Boisvert  
Disability Coordinator

Please refer to the Durham Region Health Department Facts sheet when you have questions about possible COVID exposure. Although we don't agree with the Board (we have filed numerous grievances on this) on using sick time when members have symptoms and have to stay home to self-isolate and obtain a negative Covid test while using up their allotted sick time, this is the chart the Board is following.

**Durham Region Health Department  
Facts about...**

**Instructions for individuals tested for COVID-19**

**Instructions while waiting for results:**

Reason for Testing:	While waiting for your test result:	If your test is negative:
<b>Symptoms, no known exposure:</b> You have at least one symptom and have not been identified by DRHD as a close contact of a case.	You must self-isolate from others while waiting for your test result. Household members are required to stay home from work, school and childcare.	You may stop self-isolating after you are symptom-free for 24-hours. Household members may return to work, school and childcare.
<b>Symptoms, known exposure:</b> You have been identified by DRHD as a close contact of a confirmed case and you have at least one symptom.	You must self-isolate from others while waiting for your test result. Household members are required to stay home from work, school and childcare.	You and your household must follow the advice provided by DRHD at the time you were notified you were a contact.
<b>No symptoms, known exposure:</b> You have been identified by DRHD as a close contact of a confirmed case and you have no symptoms.	You must self-isolate from others while waiting for your test result. Household members are required to stay home except for essential reasons, including work, school and childcare.	You and your household must follow the advice provided by DRHD at the time you were notified you were a contact.

905-668-2020 or 1-800-841-2729 | [durham.ca/health](http://durham.ca/health)  
If you require this information in an accessible format, contact 1-800-841-2729.

Your committee has shared a petition via WhatsApp chat. This is a petition that we can have people sign to advocate for education workers to receive the vaccine ASAP. I am not sure that by the time you are reading this, that the petition will be closed and we will have the opportunity to get the vaccinations but....Here is the link to the petition:

Vaccinate All Teachers and School Staff ASAP. Do you agree?  
<http://chnng.it/swr4MH7k>



April 2021

# Educational Assistants Catholic Board

The Board has hired a lot of staff and coordinators to the roster. Please see the list below defining their roles within the HR department. This is not completely finalized and may be subject to change but I thought you all should see the list so that you can direct your inquiries to the proper personnel.

## Sr. Managers

Jackie McVeigh:

Responsible for Non-teaching and support staff (EA, Custodial, Secretarial, APSSP, Middle Management, Con Ed)

## Colleen Oldman

Responsible for Teaching staff (OECTA E and S, ETFO)

## Manager

Alison Milan: Employee Relations

(Grievances, Workplace Harassment/Discrimination Investigations Resource)

## Officers

Elizabeth McGouran: Staffing, Reporting and Compliance

Maureen Lecourt: WSIB/Disability Claims Management

Human Resource Consultants/'Coordinators

1 HRC: Support Staff and Non-Teaching staff

4 HRC: Teaching staff

Each HRC on teaching side will be assigned a Family of Schools; and directed by HR Sr. Managers based on needs of department

HRC will work to empower principals and managers to own implementation of Collective Agreement and will serve as support for schools

HRC will be primary contact for principals/supervisors and/or managers

## HRC Assignments effective Monday March 29th:

**Eric Publow:** All Non-teaching and support staff in all FOS

**Lina Goldsmith:** Whitby FOS

**Justin McGuire:** Oshawa FOS and Virtual 2020/21

**Hanifa Malek:** Ajax FOS

**Isabel Farrugia**(acting until end of April) / Maria Z. (effective April 26th);  
Pickering and North FOS/ Alt Ed

Please direct all emails/calls, projections and inquiries to your respective FOS HRC. These FOS include the respective Elementary and Secondary schools.

## Human Resource Associates:

We will be organized with 4 HRA's to support each FOS Human Resources Consultant. We will communicate assignments and personnel when this process is completed.

## Bargaining

I hope by the time you are reading this, that we will have had a ratification vote to settle our local agreement with the Board. This is the worst bargaining I have ever been a part of and it is not CUPE who is holding up the settlement. Two of the units are pretty much done, and we are waiting on one more unit to finalize one more article in their agreement so we can all sign together because in CUPE, no one gets left behind.

## Job Evaluation

We are just in the process of finalizing the roles of the steering committee. Your Vice president Sean Hiebert will be sitting on the Steering committee to verify and ensure what jobs are in the que to be evaluated. I will remain on as the Co-Chair of the JE committee but I want to repeat that I will not be overseeing the job evaluation of the EA position. There will be an alternate as this is a conflict of interest that I remain in the role when the EA position gets evaluated.

A message from Susie Lee-Fernandez Superintendent of Student Services

*Dear Educational Assistants,*

*We are entering the final stretch before the end of the year. I realize that you may be feeling increased anxiety and worry with the news that we will be returning to in-person learning after the long weekend. We are trusting our Public Health officials, and I remind you to continue to wear your mask and face shields at all times in the school.*

*I hope you are planning a slow and relaxing long weekend ahead. You are most deserving of this break.*

*I wish you and your loved ones continued health and well-being. Happy Easter!*

## **Susie Lee-Fernandes**

*Superintendent of Education*

*Equity and Inclusive Education | Student Services*

*Pickering and North Family of Schools*

Remember we are here if you need us.

**Maureen Cope** - [maureen.cope@cupe218.ca](mailto:maureen.cope@cupe218.ca)

Bargaining Chair, Catholic Board

Educational Assistants

## **Bargaining Committee**

**Carrie Boisvert** - Health & Safety Representative

[carrie.boisvert@cupe218.ca](mailto:carrie.boisvert@cupe218.ca)

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

Steward

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

## **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.



April 2021

# LINC · ESL Catholic Board

Dear Members,

Hard to believe it is already April, but the idea of spring and warm weather ahead is exciting!

April showers bring May flowers. Indeed, a lot has happened since last month.

On March 25-26, 2021, both Katherine and I had the opportunity to attend our first virtual OSBCU Convention. The theme was “Creating our Future, Together”. Thank you to our local CUPE218 to make this happen for us.

On behalf of the Instructors, we would like to extend our congratulations to both sister Sue Wilkinson and sister Lori Richards for being successful in obtaining their new positions.

At the OSBCU, we got insight into many procedures and policies. We especially enjoyed the presenters who spoke about building resiliency in the time of COVID-19. They spoke of the efforts and challenges faced by front line workers. It was evident that all members of CUPE stand together united to create safe workplaces for all.

The latest updates from my end are that in the beginning of March, we received a retroactive payout for wages from the Board. Also, as per the terms of our Collective Agreement, our new class schedule begins on April 1, 2021. We have extended the class time to 15 minutes. This additional time will accommodate the permanent part time members to qualify for benefits.

Hence, our benefits information will be forwarded to OTIP until after April 1, 2021. Please keep your eyes peeled for enrolment information that will be sent by OTIP to your Board email.

Hope to see you at the next General Membership Meeting on Sunday, April 25th, 2021 at 7 p.m. via zoom. The zoom link details are posted in April Newsletter.

Happy Easter and looking forward to our much awaited “April Break!”. The count down begins!



Take Care and Stay Safe!

In Solidarity,

**Sajida Aaron**

Bargaining Chair, DCDSB

Your Bargaining Committee:

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

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



# Continuing Education Public Board

## Collective Agreement Ratification

The long, long bargaining process is over! Thank you to all those who attended our virtual ratification meeting on March 13, where our Collective Agreement for the period September 1, 2019 to August 31, 2022 was approved. This Collective Agreement was subsequently approved by the Board, and the final amended agreement will be prepared and posted soon.

## Retro Pay

Now that the new Collective Agreement has been finalized, the retro pay increase of 1% for each year of the term will be paid. HR has advised us that payroll will issue the retro payments on April 8th and April 22nd for permanent members. HR informed us that they are still working on a plan for the casual (non-permanent) members

## JE

We have had some activity on the JE front:

-on March 8th Darlene, Jane and Sharon Munro, the CUPE co-chair of the JE committee, met with Lisa Coppins and Jaime Sheepwash of the Board. All the positions for which questionnaires were filled out have been assessed, with a point value given. However, the main topic of conversation was the unique challenge of moving forward. Since this is our first JE, there are no pay bands to attach to each job's points. On our side, we did point out that this has been a very long struggle and we would like to meet regularly to expedite the process.

-on March 10th Jane, Sharon and Darlene met with our national rep, to discuss next steps.

-our next meeting with the Board, scheduled for April 7th, will have taken place by the time you read this. At this meeting we will be receiving advice from Helen Gibb-Gavel, the CUPE JE specialist, who has extensive experience in this area.

## OSBCU

On March 25th and 26th Jane, Darlene and Judy attended the virtual meeting of the OSBCU (Ontario School Board Council of Unions) conference. Preparation for the next round of bargaining with the province has already begun, and negotiations are expected to again be challenging.

Even though the spring weather may give us a feeling of optimism, with the third wave of the pandemic we need to acknowledge the stress that we continue to be under, both at work and personally. Again a reminder that a great source of support is the Employee and Family Assistance Program, which can be reached 24/7 by phone, web or app.

- Via the web at [www.workhealthlife.com](http://www.workhealthlife.com);
- By phone at 1 844 880 9142 (TTY 1 877 338 0275); or
- Download MY EAP app now at your device app store. (f. NM, DDSB)

As usual, please contact Darlene, Judy or Jane if you have any questions or need any union-related assistance. We hope to see you at our next general membership meeting, to be held virtually on April 25th.

In solidarity,

## Jane Batterink

Bargaining Chair, Continuing Education  
Public Board

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

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

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



April 2021

# Job Evaluation Public Board

## Public Board Job Evaluation Committee Update

Happy Spring Everyone!

We are happy to report that we have completed the Educational Assistant 1 job evaluation. We were able to reach consensus as a committee however there are still a few minor issues to resolve. We will be sharing the results with the members shortly.

Thank you all for your patience. We realize it has been a long process.

We are also working with the Board regarding the completed Cupe Con Ed evaluations. Due to the fact that this is the first evaluation for this group, there are a number of steps that still need to be completed before the final results can be shared. We have a meeting on April 7th to work towards completing the process.

We are also moving forward with the other outstanding job evaluation requests. We are currently working with the Board to schedule our next meeting dates.

Take care,

**Sharon Munro**

Co-Chair – Job Evaluation Committee



# OTIP Updates

## Staycation ideas for April break 2021

With continued restrictions in place on travel and social gatherings, many Canadians are looking for ways to make the most of their April break while keeping themselves and their communities safe. We've rounded up a list of eight staycation ideas that you can safely do together at home this spring break.

Learn more at:

[www.otipinsurance.com/article108](http://www.otipinsurance.com/article108).



## What to look for when buying a car seat

Keeping your child safe while driving is extremely important. A car seat or booster seat is a crucial piece of safety equipment that, when used correctly, greatly reduces the risk of injury or death in the event of a collision. Read on for frequently asked questions about purchasing a car seat to learn what to look for to best protect your child while in the car.

Learn more at:

[www.otipinsurance.com/article109](http://www.otipinsurance.com/article109).





# Membership Discounts



## Edvantage Card

Your Edvantage Card gives you special access to discounts on things like car insurance, Canada's Wonderland passes, GoodLife memberships, retail purchases and more!

Don't have an Edvantage Card?

Contact Sue Wilkinson at [swilkinson@cupe218.ca](mailto:swilkinson@cupe218.ca) to request yours today!



## Oshawa Tribute Centre

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

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