

May 2021 Newsletter



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May 2021

ZOOM MEETING

GMM ZOOM MEETING,

The next GMM will be held May 23, 2021 07:00 PM EST

Zoom Meeting ID 935 0782 3899

Passcode 178933

You must have your first and last name showing on your profile and have completed the “Member in Good Standing” form found on the member’s portal at www.cupe218.ca under the “forms” tab to participate in the General Membership Meeting.

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**

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Dear Sisters and Brothers,

Slowly but surely, spring like weather will get here! I'm looking forward to warm sunny days. It is hard to believe that the end of the school year is fast approaching. We have experienced ups and downs within the workplace and in our personal lives. I can't begin to tell you how proud I am of all of you. I have received calls and emails from a variety of people saying how thankful and appreciative they are of CUPE Local 218 members during this time. I would be remiss if I also didn't mention the support and solidarity that we have shown to each other. I would personally like to thank you all.

This will be our last Newsletter until September, I would like to take this opportunity to recognize a few important topics. May 9th is Mothers Day; it is a day that we celebrate and give thanks to all those very special people in our lives. My mother Lynn Cowan and my Grandmother Marilyn Hurley were both employees for the DDSB. They both have been a strong influence in my life, my Grandmother has always spoken up for herself and her union sisters and brother, those of you that knew her know she was a no BS kind of lady. My mother on the other hand showed me that walking through a door is better than bursting through a door. I would also like to recognize that I am fortunate to still have these two strong women in my life but not all of us do.

May 17th is International Day of Homophobia, Transphobia and Biphobia. This day was created to draw attention to the violence and discrimination experienced by lesbian, gay, bisexual, transgender, intersex people and all other people with diverse sexual orientations, gender identities or expressions, and sex characteristics.

May 17th was specifically chosen to commemorate the World Health Organization's decision in 1990 to declassify homosexuality as a mental disorder.

The Day represents a major global annual landmark to draw the attention of decision makers, the media, the public, corporations, opinion leaders, local authorities, etc. to the alarming situation faced by people with diverse sexual orientations, gender identities or expressions, and sex characteristics.

In June, Canadians celebrate National Indigenous History Month to honour the history, heritage and diversity of Indigenous peoples in Canada. It is also an opportunity to recognize the strength of present-day Indigenous communities

Local Bargaining: Well at the time of the creation of my Newsletter we are eagerly waiting for the Durham Catholic District School Boards response for the Educational Assistants, Facilities Services and the Secretarial Clerical Technical. I am hopeful that we will be scheduling ratification dates in the coming days for these three units.

For official updated CUPE Local 218 information please visit our website at www.cupe218.ca, if you have not registered or are having problems viewing our site, please contact swilkinson@cupe218.ca

We are looking for members to send us pictures of themselves in the workplace. Once we have received these pictures, we will have them posted in the office front windows. The motivation is to show who CUPE Local 218 represents and to bring attention to the work that we do. Please ensure that within the pictures anyone other than yourself is not recognizable. Along with these pictures we will have statements like "The school day starts and ends with CUPE". We appreciate your cooperation and effort.

Given that this is our last Newsletter until September I would like to thank all of the members, committees and supporters during this crazy time. I wish everyone a safe and relaxing summer with hopes that we can get back to some form of normality.

In Solidarity,



Dennis Gibbs
President
CUPE Local 218

May 2021

Vice-President's Message

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Dear Sisters and Brothers,

Hello Everyone, well it is the month of May and we are one more month closer to the end of the school year. I am hoping the weather will start to warm up soon so we can stop wearing our jackets wherever we go out. I hope by the time this newsletter comes out we will either still have the long weekend of May to enjoy or that we enjoyed a bit of break from the long weekend in May. We are hoping that the government will re-open the school's so it will keep everyone working over the next few months while a lot of workers and families get vaccinated. 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's and I want to thank you for all the hard work that everyone does day in and day out in the schools.

I know we keep mentioning in our newsletters about how negotiations are going and how slow they have moved for the DCDSB. I am hoping by the time that this newsletter comes out that we will either have had the ratification votes or have dates to have them. The EA's and FS units are pretty much there and the SCT unit has one more issue on the table that will hopefully be resolved soon. The DDSB is all settled with their agreements and I believe all the retro pay has been paid out to all their employees.

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.

Our Health and Safety teams have been working hard with the boards to make things safe over the last year. 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. The OSBCU has been pushing the ministry for a new mask protocol for custodians using electric sprayers. They want the ministry to provide elastomeric mask and cartridges which are special fit mask and now they will be providing these mask for the custodians using these sprayers.

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, May 23, 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,

We are almost there! Summer is around the corner and hopefully it will bring everyone a well-deserved time to rejuvenate from the last year and a half. As always, I hope everyone is staying healthy and safe in this trying time, and continues to focus on their mental health as self-care is extremely important especially now during the difficult time that we have all been faced with.

As always, 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 so we can 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 that you have a safe return back to work, all the 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. I can't express enough, the importance of reporting incidents that happen in the workplace, whether there is an injury or not.

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

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 have sought medical attention. The Board is sending out the form just in case someone decides to seek medical attention after the incident, and they have 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 Memos, 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 Memos, please reach out to me. If you would like to access a copy of the Memos, 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 Memos, as well as the Durham Regional Health Department guidelines regarding COVID at schools, and put them in the staffroom so everyone is aware.

As I have written in my previous reports, I have also included the basic protocol for COVID for both Boards.

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 are unable to because you are still awaiting results of the 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 required to be off for 5 or more days.

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

DCDSB: If the online tool directs you to complete a COVID test, you must login to your SFE, and complete an absence with the appropriate drop-down box. We continue to have questions regarding the amount of time a members can put in on the 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 consequently 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 because of a work place exposure, or if you test positive. The Union does not agree with their comprehension, or stance regarding our current quarantine language. We, 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.

After you receive your COVID results, you must submit them to COVIDTestResults@dcdsb.ca. Please refer the memos listed below that are active on the board website to obtain additional information:

Memo HRS20-21010

Memo HRS20-21049

WSIB and Covid

If you believe you may have been exposed to COVID-19 while at work, and you are not ill and/or not currently exhibiting 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 make sure you report this to your Principal.

If you are exhibiting symptoms of, and/or have been diagnosed with COVID-19, and you believe you have been exposed in the workplace, you should complete the above form, and notify the Board in the usual procedure, and seek medical advice immediately. Make sure you document and keep for your records, the date of your doctor or hospital visit. COVID-19 exists in the broader community, which creates a challenge in establishing the link between the workplace, and contracting the virus. In order that a COVID-19 claim be allowed, evidence must be shown that the 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 or 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 the document online.

Both boards are currently sending out LTD packages by email. If you are from the DDSB, and 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 more information, so I do not need to send you a letter. However, I will call you, to ensure that you have received the needed package. If you have any questions around the package, or need anything printed 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, and 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

Carrie Boisvert

Disability Coordinator

carrie.boisvert@cupe218.ca

Secretarial · Clerical · Technical Catholic Board

I cannot believe that it is May already. It seems like the days are long, but the weeks and months go by in a flash. At this time, we are still in the shut down and under the stay-at-home order. I'm not sure if that will still be true by the time you read this, but I hope at least as the weather improves, we can enjoy safe outdoor visits with our friends and family.

I know many of us must work in our schools or offices even though they are "closed" for remote learning. Please continue to follow all safety precautions and wear your PPE as required. This year has been a rough one for everyone and it's important that we continue to stay safe and not relax our guard due to fatigue. (Despite many of us feeling it).

The COVID-19 vaccine rollout is moving along at a much quicker pace now, soon everyone will be eligible for their first shot if you want it. Right now, all SCT staff who cannot work from home are eligible (Group 1), and in the next few weeks eligibility will expand based on age groups. Please see the below chart from the governments site. (<https://covid-19.ontario.ca/ontarios-covid-19-vaccination-plan>).

| Eligibility group | Week of April 26 | Week of May 3 | Week of May 10 | Week of May 17 | Week of May 24 |
|-----------------------|--|---|---|----------------|----------------|
| Provincial age band | April 30: 55 and older | 50 and older | 40 and older | 30 and older | 18 and older |
| Hotspot age band | April 27: 45 and older | 18 and older | - | - | - |
| Health conditions | Highest-risk health conditions continues | High-risk health conditions | At-risk health conditions | - | - |
| Cannot work from home | April 29: licensed childcare workers | Group 1 | Group 2 | - | - |

With the rollout of vaccines increasing, I hope that we can all move back to some semblance of "normality" sooner rather than later. At this time there is not a requirement to inform the employer that you have received your vaccination, however my understanding is that they are working with employees who need some time off work in order to get the vaccine as appointments are limited.

On the bargaining front, I wish I had more specific news I could share at this time (early May), but I can say that I am confident that we are extremely close to a deal, and I am hopeful that by the time you read this (mid to late May) we will have one.

We had a Step 3 grievance meeting with the employer last week regarding denied Leaves (LoA) we are awaiting the employer's response to that meeting.

When you are filing out your vacation requests and/or leave 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.

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

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) 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.

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 must 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 need assistance getting access to your CUPE 218 email and account, please contact Sue Wilkinson at the CUPE office via email swilkinson@cupe218.ca

A OSBCU Bargaining survey was recently sent out to your CUPE email also, please be sure to fill it in so that they know what our priorities are in the next round.

Our last General membership meeting of the school year will be held on May 23th, 2021, and the Zoom details will be shared on the front of this newsletter. Please try to attend if you are able. The Union is only as strong as it's members and the more we have involved the stronger we are.

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

“April showers bring May flowers,
That is what they say.
But if all the showers turned to flowers,
We’d have quite a colourful day!

There’d be bluebells and cockleshells,
Tulips red and green,
Daffodils and Chinese squill,
The brightest you’ve ever seen.”
unknown

April ended with showers, snow and hail! It seems that May has picked up where April left off. Here’s hoping that May quickly turns around and shows us all the beautiful flowers the poem promises.

Covid-19 Vaccinations

I trust all OCT members who are eligible for the Covid vaccine under the expansion for education staff have been able to either get their vaccine or book their appointment. I know I spent 2 hours waiting to book mine only to get a failure notice when I hit the final button. Apparently the Health Department’s system was overloaded with people trying to book appointments. When I went online Tuesday morning it went much better. The only tricky part was finding a location that had appointments available.

OSBCU Survey

All members received an email from the union with a link to complete a survey for

the OSBCU. The OSBCU was asking for input from members on the issues that you feel is important in next year’s Bargaining. I do hope everyone participated to have their voice heard. This is another great reason to be checking your CUPE email regularly so you don’t miss out on any information.

Breaks and Lunches

Whether you are working at your office or working from home, please remember to take your breaks and lunches every day. It’s important to have that time for yourself, to change your focus and/or scenery. My favourite is to go for a walk; no phones ringing, no emails to answer, just quiet, calm and fresh air. It recharges me for the afternoon. When working from home it’s easy to lose the separation between work and personal time. Be purposeful and set your schedule to include your breaks.



OCT Committee Contact Information

| | | |
|------------------------|--------------------|---|
| OCT Chairperson | Mike Morris | mmorris@cupe218.ca |
| Elementary Schools Rep | Sandra Dantas | sandra.datas@cupe218.ca |
| Secondary Schools Rep | Jennifer Del Gatto | Jennifer Del Gatto@cupe218.ca |
| Education Centre Rep | Andrew Pearce | andrew.pearce@cupe218.ca |

May 2021

Custodial · Maintenance Public Board

Dear Brothers and sisters,

I hope you are all well during these trying times. As you have most likely heard the committee has filed a large number of grievances surrounding casual custodians being used to cover overtime shifts. The board has given us a response and we are proceeding to arbitration with the policy and personal grievances. We have filed these under section 49 which will expedite the process. Once a decision is made all members will be notified of the outcome.

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.

By now all members should have received an e-mail regarding Heritage day. After discussions with the board the winter break schedule has been revised to include Heritage day which will give members a total of 6 days off over the break.

Recently management has sent out an e-mail regarding vacation for the last week of August. The rationale behind the e-mail was to provide coverage for daycares and that 1 staff member be in the building for elementary and 2 staff members be scheduled in secondary schools. The union has is not in agreement with not allowing members to take vacation that last week and is addressing it with management. More to follow.

Brother Dan Mills is still working closely with the board's 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. Please be mindful and wear your PPE while at work when social distancing cannot be achieved. We have had many incidences where staff have had to quarantine because of not wearing PPE while working within close proximity to another member. This puts your fellow members at risk. Please remember to always work safely.

Our next general membership meeting is May 23rd 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

Bob Montgomery

Chairperson Custodial/Maintenance

Public board

Committee: Kurt Badgley

John Alan

Kevin Lamont

Jeff Goodwin

Dan Mills

Dan Fusco

Robin Fair

Jess Fusco

Custodial · Maintenance Public Board Health & Safety

May Custodial Maintenance Health and Safety Report

Hello to all members. It is so hard to believe that we are in the month of May already. Hopefully by the time you are reading this, there is more certainty in schooling operations and the 3rd wave of Covid 19 is under control with all educational staff vaccinated or at least booked if they wish to have it.

Unfortunately, I didn't get a report together for everyone last month and would like to touch on the Workers National Day of Mourning. This takes place on April 28th of every year. This day is in recognition of all the workers who have lost their lives at work. It is a somber day across this country. Deaths continue to happen on the job and do not need to. This day also gives light to the fire and fight for change and stop this from happening. To make change in how we work and look at the work we do, all workers need to stand up and say enough is enough. We need to change the mind set from one of reaction to prevention and protections on the job. I say this because there is no reasonable or truly acceptable reaction to a workplace death. Even if only an injury is sustained at work the reactionary insurances are minimal where as the injury could be life altering. Working with the insurance providers is very difficult, stressful and sometimes mentally exhausting. This fight must go on to achieve the best protections and prevention possible. We as workers and activists are the ones that can do this by exercising our rights and responsibilities. In turn we make the employers responsible to uphold their responsibilities to us.

I have been an activist for 18 years in title but should have been since the beginning of my career. This is where the problems begin and exist as many workers do not know their rights or exercise them when they are known. As unionized workers we are a step ahead of many others across this province and country. Even though we have this extra layer of protection the problem still exists. This is because we do not know our rights or choose not to use them. We need to stop practising, "this is the way it has always been done" way of thinking. We can do this by questioning, inspecting and reporting concerns/hazards in our workplace and procedures that we are expected to follow. A worker should be able to go to work and come home in the same physical and mental state.

For new workers.

A new worker can take many forms – newly hired, transferred, promoted, re-hired, temporary or contract employees, or a returning worker (for example: injury, illness, maternity leave, leaves of absence).

According to the Ontario Ministry of Labour, a new worker can be:

Any new hire – permanent or temporary,

including supervisors, with or without

experience in your industry. Your current workers who are assigned.

new jobs,

Student workers, co-op placements or apprentices.

Contractors and/or subcontractors.

Visitors to your workplace who need to know the general rules.

HOW TO ORIENT YOUR NEW WORKERS TO HEALTH & SAFETY.

Everyone has a part to play when it comes to orienting and training new workers.

Employers have a responsibility to allocate the necessary resources to support the orientation of new workers.

Supervisors ensure that new workers start on the right foot by giving them the right information,

instruction, tools and support to do the job effectively and safely.

Co-workers can help by welcoming new workers and showing them how health and safety comes first.

New workers ask questions to ensure that they understand what's expected.

Custodial · Maintenance Public Board Health and Safety

IT'S ALL ABOUT COMMUNICATION EMPLOYERS MUST

Communication works both ways

Make sure workers know how and why to report hazards and incidents.

Encourage workers to ask questions – and not just when they're new.

Any time something new is introduced into the workplace, whether it's a policy, procedure or new piece of equipment, communicate where to find the information and answers they need to do their job safely. Worker should be able to provide feed back that is taken seriously and considered by supervisors.

Lastly we must remember as workers we need to also follow provisions especially around PPE

Duties of workers

28 (1) A worker shall,

- (a) work in compliance with the provisions of this Act and the regulations;
- (b) use or wear the equipment, protective devices or clothing that the worker's employer requires to be used or worn;
- (c) report to his or her employer or supervisor the absence of or defect in any equipment or protective device of which the worker is aware and which may endanger himself, herself or another worker; and
- (d) report to his or her employer or supervisor any contravention of this Act or the regulations or the existence of any hazard of which he or she knows.

Idem

(2) No worker shall,

- (a) remove or make ineffective any protective device required by the regulations or by his or her employer, without providing an adequate temporary protective device and when the need for removing or making ineffective the protective device has ceased, the protective device shall be replaced immediately
- (b) use or operate any equipment, machine, device or thing or work in a manner that may endanger himself, herself or any other worker; or
- (c) engage in any prank, contest, feat of strength, unnecessary running or rough and boisterous conduct.

your Certified Health and Safety Representative I ask the we all follow these requirements especially when it comes to taking our breaks, maintaining our distance and wearing the medical masks that are provided. It makes things complicated when we try to represent and improve standards for the members then are being told that the procedures and equipment are not being worn or followed.

I thank everyone for ensuring not only your own safety but also your co-workers.

Dan Mills

CUPE 218 Custodial Maintenance

Certified Health and Safety Representative and Facilitator

daniel.mills@cupe218.ca or 905 571-7879

Custodial · Maintenance Catholic Board

Hello Brothers and Sisters, we have passed 14 months since the onset of COVID has taken hold. We have been a part of 3 lockdowns and unending weeks of social/ physical distancing. With all that being said, we have vaccines rolling out now and they will soon be available to all of us. If you live or work in an identified “ Hotspot “ contact your local health Dept. Hotline and try to get booked in for a shot. The days of hugging and holding your family and friends will soon once again become a reality.

Please remember that even though there may not be students in your school we are still performing enhanced cleaning in our schools and buildings therefore the Enhanced Cleaning document is still in effect. If there are students and staff in your school you must treat each day as a regular day with full cleaning and disinfection of the affected areas. If you have any questions, comments or suggestions please don't hesitate to contact Sean Hebert, Jerry Hanley or myself.

As for grievances, we have one Step 3 proceeding to arbitration and a step 2 with which we are meeting with the employer on May 12.

On the bargaining front, 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. We are hopeful for an answer within the next few days and can finally put this to a ratification for our Membership.

Our latest labour management meeting has been cancelled by the employer as we are awaiting further dates for their availability.

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) 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

Natalie Melich – Bargaining natalie.melich@cupe218.ca

John Quarrie – Steward john.quarrie@cupe218.ca

May 2021

Educational Assistants Public Board

It's May and you're almost there – summer is just around the corner!

By the time you read this, the postings for new classes should all be filled. Staffing info on whether people are surplus or staying in their current positions is, or will be out very soon.

Right now, we still are unsure of all that will be taking place for next year so unfortunately, all we can do is prepare for the unexpected. In this everchanging world, we have no guarantees at this time. We need to hope for the best and that things will be better and more settled come September.

Keep checking the cupe218.ca Website as well as your CUPE 218 emails as any new info we have will come out that way.

This is the last newsletter of the year but we will send an email update to you later in June. Make sure you read Tracey's H&S portion of the newsletter every month for important information as well.

ESSENTIAL WORKERS- we are essential to the school system, parents and the students. But, to be classified as an essential worker such as the police, firefighters, paramedics, Dr's, nurses etc. is a completely different thing. To be in this classification, the government has taken away many privileges and rights that we still have. The government can dictate what they can and can't do. They are able, as we've all heard, to do what they want and ignore Collective Agreement language, move people where there's a need as well as many other changes they decide to make with the biggest item being taking away their right to strike. It comes down to the workers really not having much of a say at all. We don't want this. Although we do want to be recognised and respected for the important work we do with the students. Be proud of it and how meaningful your job is in supporting the students and their families.

Hopefully you all filled out the OSBCU Bargaining survey. It was your chance to have a say in what is important to you with the upcoming round of Bargaining between the OSBCU and Ministry.

REMINDER RE VACATION PAY AND LTD PAYMENTS- for those EAs who have completed over 3 years, vacation pay is paid out on the first pay in June. Those who have not completed 3 years of service could have pay adjustments the last 2 regular pays due to being paid vacation pay for one week of the Christmas break as well as the March Break.

All members will also be doubling up their LTD payments to cover you for the summer months.

You will find this info as well as answers to many of your questions in the Collective Agreement which can be found on the cupe218.ca website in the Members Portal section.

EI INFO- at this time we don't have any information on how this will work for Education workers. Whether the Government will decide its regular EI or it will fall under their program. We do have this question into the OSBCU, who speaks regularly with them, as it affects all 10 month Education workers across the province.

We will provide you with the update on this as we receive it.

Take care and watch your email for updates. If you do not have an email address or need a password reset please contact Sue Wilkinson swilkinson@cupe218.ca

Bargaining Reps –Glen Morrison, Tracey Lesperance, Sue Wilkinson and Lori Richards

Stewards- Brandy Townson, Stephanie Dezsi, Deb Kennelly and Fil Wylie

Public Board EA Area and Contact – Please contact the Rep or Steward for your Area School via your CUPE email address. Reminder--We are not to use the DDSB email for any Union business.

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

Updates

Spring is finally here and the weather is getting nicer. Thank goodness!

With the change in weather and our ability to get out and about more, make sure to listen to your body. After a long winter of being indoors and some of us spending way too much time being sedentary, our bodies are going to need some time to adjust. So take it slow, listen to your body and know the signs and symptoms of musculoskeletal injuries (MSD).

MSD are injuries to the soft tissue in the body (muscle, ligaments, nerves and joints). They are not a result of a one-time event, but the onset is gradual.

A good way to avoid these injuries is daily stretching, especially before any new activities.

Health and Safety page

We are working on updating this page on our website to provide you with more resources. So keep checking back for updates.

Violence Incident Reporting- Q and A

What happens after I submit a VIR?

Your Principal receives a copy of the report. Then they will investigate and complete Part B.

The form will then go to the Health and Safety Officer at DDSB. It is then shared with the JHSC, and the H and S Rep for EAs (Tracey Lesperance).

It will be reviewed by the EA Committee team and an email sent to check on your well being. Please, try to reply if you can so we know how to support you.

When should I complete a safe schools report?

This should happen every time you complete a VIR. Or, if you are a witness to violence, or any act that would be a possible suspension.

If my coworker and I are both involved in a violent incident should we both complete a VIR?

Definitely and complete it from your perspective!

If I have been bitten, what forms do I need to complete?

Complete a VIR, Safe Schools Report, Exposure form and a Parklane report.

What is a Parklane report? How do I complete it?

A Parklane report is a WSIB report that you have been injured in the workplace. You need to inform your Principal and they will complete it with you. If you needed first aid, are bruised or need to seek medical attention.

When you get an email from one of the Stewards, please let us know that it has been received. We want to be sure that you are okay and get the help you need.

Make sure to look for a return slip after submitting a VIR/Safe School form. You should be receiving it no more than 5 days after your submission. If not, ask your Principal again and cc me in the email.

This is our last email for the school year. So please have a wonderful, well deserved summer.

Be safe and take care of yourselves,

As always, if you have any questions or concerns, email me or any of your EA committee. We are here for you!

Take care, stay safe and thanks for reporting!

Tracey.lesperance@cupe218.ca

Educational Assistant Health and Safety Representative

May 2021

Educational Assistants Catholic Board

Hello everyone and may the fourth (force) be with you.



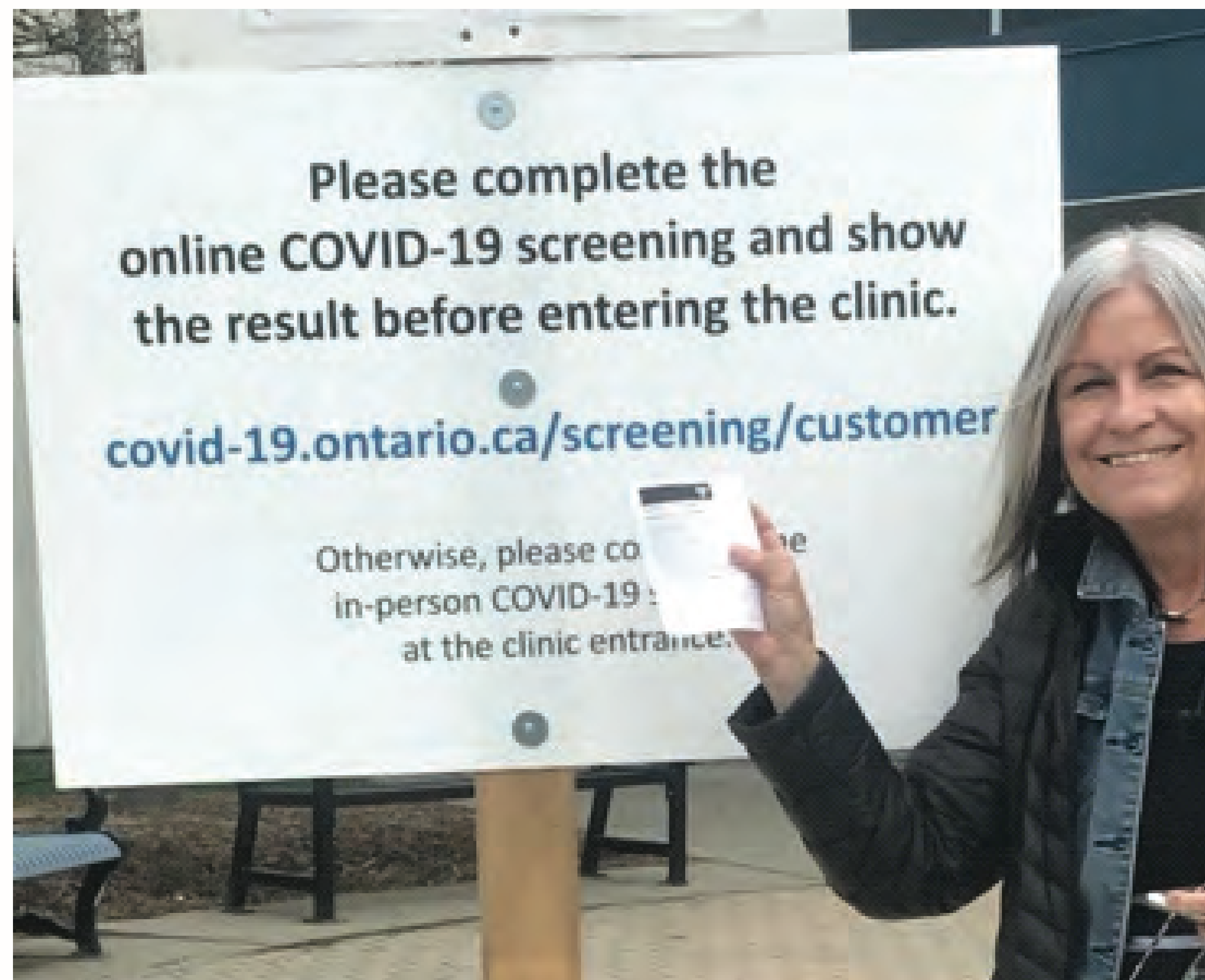
It is May 4th as I write this so I thought I would get that in. The weather is abysmal and therefore keeping us indoors which I have to admit is driving me nuts. I long for freedom and warm weather. Your committee all hopes you are safe and that you have received your first vaccine which is a beginning of our freedom. Keep in mind that because we are not fully vaccinated, we are still at risk of getting Covid so please remain safe and vigilant. I realize that some of you are working in person with our special needs students, and that some of you are working virtually from home. We realize that this seems unfair but if you had previously worked with a student before the shutdown, you will be asked to come in and work with them in person. Equity is always the question, but you know that student and work with that student, therefore for consistency's sake, you have been asked to attend in school learning. Please maintain the PPE and distancing health protocols.

I hope that all of you were able to book and get your first Covid vaccination as I did. I got mine the second week of April and admit that I did feel a bit nauseous and had quite a bit of swelling. I hope you all get it so we can go back to normal again. It would be lovely to see all your faces in person without a mask on. I don't believe I have even worn lipstick at all this year. I long for patios, and family, and friends, as I know that all of you do as well. I want you all to know that the Ministry holds a news conference to announce changes such as in person, and face-to-face student teaching, and how all education workers can get the vaccine while on their "Winter

Break," that your committee was busy contacting the CUPE president, Laura Walton, President of OSBCU, the news media, the MPPs from early morning to 11 or so at night. We did not stop, and the only silver lining was that the weather was nasty, so we weren't missing much. As Ford announced that all Educational Workers had to return for in person learning while the rest of Ontario were in lockdown, we were all on the phones, calling the Covid vaccination sites. Most were unaware of his proclamation and told us that they didn't have the supplies. After many emails and phone calls to the ministry by Laura, and your representatives the supply magically appeared 3 days later, so only then we were able to book an appointment at the McKinney Centre in Whitby where we received the "Moderna" vaccine. We want you to know that we did not stop advocating on your behalf through the entire "Winter Break," so much so that I would like a do-over! Fair is fair!

May 2021

Educational Assistants Catholic Board



On another note, please get out in the sun whenever you can. I realize the weather has been nasty and wet, but every now and then there is a sunny day. Here are some mental health sites that you can visit if you are feeling low and need support. I realize I posted this last year at the same time but it never hurts to repost and mental health week was just last week.

National Crisis Hotlines

Kids Help Phone 1-800-668-6868

Crisis Services Canada 1-833-456-4566 or text 45645

First Nations and Inuit Hope for Wellness Help Line 1-855-242-3310

Canada Drug Rehab Addiction Services Directory 1-877-746-1963 National Eating Disorder Information Centre 1-866-633-4220

National Resources for Information about Mental Illness

Bell Let's Talk

Canadian Association for Suicide Prevention (not a crisis line) 613-702-4446

Canadian Mental Health Association 416-646-5557

Canadian Psychological Association 1-888-472-0657

Mood Disorders Society of Canada 613-921-5565

Schizophrenia Society of Canada 1-800-263-5545

Mental Health Commission 613-683-3755

You can also access "Personal Resiliency Tips during COVID 19 (School Mental Health Ontario) using this website: <https://smho-smsso.ca/wp-content/uploads/2020/04/TipSheet-Personal-Resiliency-During-Covid19-ENG.pdf>

And: Mental Health First Aid - Self Care and Resilience Guide: (Mental Health Commission of Canada)

https://www.mhfa.ca/sites/default/files/mhfa_self-care-resilience-guide.pdf

Or: 211 Ontario - find programs and services in your area: call 211. <https://211ontario.ca/>

Also, don't forget that we have the EAP program that you can reach out to for support!

May 2021

Educational Assistants Catholic Board

Health & Safety- Carrie Boisvert H&S Rep, Disability Coordinator

Currently EA's have submitted 361 incident reports. 116 of them had required first aid and 3 of them sought medical attention. Thank you for filling out the reports to ensure your safety and the safety of others. We recommend that any sort of physical contact, such as bites, kicks scratches, hits etc. continue to be reported as medical first aid ONLY. This way, we can ensure that if your injury prevents you from working in the future you are covered and compensated adequately through the WSIB process. Please also refer to her "Disability Coordinator's report for further information and direction.

Bargaining

First, I'd like to thank everyone for their patience as we've painfully navigated bargaining throughout the year and throughout a pandemic. Whew! We had to double down so as not to take concessions the employer was first trying for. However, I believe we have an agreement! Yay! With that being said, please keep checking the CUPE 218 website, and your emails for ratification vote dates. So by the time you have read this we should've already ratified our local agreement.

Job Evaluation – The new steering committee is set to meet next week to discuss going forward and dates. I want to reiterate that I, as co-chair of the JE committee will not be overseeing the evaluation of the EA position as this is a direct conflict. We are planning a "mock" evaluation so that a substitute "co-chair" can train and then sit in my position to oversee that the process is fair.

Grievances – We are still awaiting to have a date for arbitration on the "Policy" grievance regarding the use of our sick days while home awaiting Covid test results. This arbitrations cost a lot of money, and therefore take time.

AD HOC

We had our AD HOC meeting on and the committee worked on developing a new PowerPoint with Susie and we have developed a plan to have Carrie video the "how to" fill out your online incident reports. There will also be a "Parklane" video created as well so that both you and the principal are fully aware of the procedures.

Labour Management

Our Labour management set for May 14th, has been ceremoniously cancelled by HR, and we are unsure why? We are just waiting on a new date as I requested.

A message from Susie Lee-Fernandez – Superintendent of Student Services

Dear Educational Assistants,

We are almost at the end of another year that has been marked with continuous change in our system. I can definitely appreciate that there may be a lot of anxiety, worry and stress for many work-related and personal reasons.

At the same time, we have a lot to celebrate and be thankful for. I personally, feel grateful for the dedication and care you show every day for our students. You are their everyday heroes and during this time of uncertainty, you have been a constant caring adult for our most vulnerable groups.

In this year of love, I truly appreciate how you have wrapped around our students with special needs and have continued to show that they are loved despite other worries. A huge thank you to each and every one of you for your essential contribution to our schools.

Sincerely,

Susie

We would also like to take this opportunity to congratulate our Educational Assistants who received the "Distinguished Catholic Educator of the Year" award.

A message of hope from your committee!

We pray thankfully, that this pandemic will end and that we will have a new normal and can gather again!

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.

LINC · ESL

Catholic Board

Dear Members,

Our school year is coming to an end in a few weeks and let's take time to reflect all the positive achievements.

It was in February this year that we finally ratified our first collective agreement and I am glad to say that we as a team have achieved a lot.

In one of our member's words, "We have all done our best and beyond this year. Take a moment, breathe, read it and remember who we are and what we have gone through this year. Now give yourself a pat on the back or even a hug. Let's take it easy on ourselves as we go through the last 5 weeks of class."

Here are some of the highlights:

1. We have received retro pay amount for wages from the Board.
2. All the Instructors have accessed their benefits.
3. Our class schedules have changed to an extended 15 minutes per class.
4. Most Instructors have OMERS-our CUPE team is liaising with a few Instructors to iron out some issues with the Board. Hopefully, all will be on board.

On behalf of LINC/ESL Instructors, we would like to thank all CUPE218 staff for their guidance and assistance during the school year. You're a great team to work with!

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.

Please plan on attending the next General Membership Meeting to be held Sunday, May 23rd, 2021 at 7:00 P.M. via zoom. We hope to see you all.

This will be the last newsletter until September; we would like to wish you all a wonderful end to the school year! Enjoy your May 24 long weekend.

Have a great summer and stay safe!



Take Care and Stay Safe!

In Solidarity,

Sajida Aaron

Bargaining Chair, DCDSB

Your Bargaining Committee:

Sajida Aaron – sajida.aaron@cupe218.ca

Katherine Sanchez - katherine.sanchez@cupe218.ca

Continuing Education Public Board

I hope this newsletter finds you doing well, staying safe and enjoying the many signs of spring.

Retro Pay

By now you should have received the retro pay increase of 1% for each year of the term on your April 8th and April 22nd pays. Please let us know if you have had any problems with this.

Collective Agreement

The new Collective Agreement is presently being reviewed by CUPE and the Board. The final amended agreement will be posted on the CUPE website soon.

JE

We continue to have some movement on the JE front:

-on April 7th, we had a meeting with the Board's HR reps, their labour representatives, Linda Merkac, our national rep, and Helen Gibb-Gavel, the CUPE JE specialist. At that meeting we were presented with a timeline of next steps in the process.

-the meeting originally scheduled for May 7th was postponed, as one of our key CUPE attendees was unable to make it. However, we have been told that the Board labour reps are continuing to work on the file. The next meeting is scheduled for May 31.

PERSONAL SUPPORT

Even though the spring weather may give us a feeling of optimism and the third wave of the pandemic is waning, 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;

-

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)

Darlene Sasseville (darlene.sasseville@cupe.ca)

Judy White (judy.white@cupe.ca)

Job Evaluation Public Board

INFORMATION REGARDING RETRO PAY
DDSB EA's – INFORMATION REGARDING RETRO PAY
CENTRAL- COLLECTIVE AGREEMENT

A number of members have reached out to HR and Payroll as well as the Union so we'd like to provide a little information on how the Retro is paid out for the Collective Agreement wage increase.

It is being paid out over a couple of pay periods.

There are a many reasons why some EA's will receive a different amount than others. We have provided a number of them for you.

1. - Date of hire – if you started after the Sept 1st dates, your total will be calculated from your date of hire onward.
2. - LOA's – did you take any unpaid leaves from Sept 1, 2019 until April 6th 2021? Such as for travel, Education, ESA leaves to take a child or someone to an appointment? Any unpaid day.
3. - Sulp days
4. - If you have more taxes taken out

Modified School Year EA's- will receive the Retro for the days worked in Aug.

Supplies – you will receive the Retro pay based on your hours worked. It is a tremendous amount of work for payroll as they have to calculate your hours worked and when you have been working in either day to day supply positions or have been on a LTA. You should start receiving your Retro on your next pay.

We hope this helps with your questions.

Take care and stay safe.

Sharon Munro

OTIP Updates

Protecting your privacy when using electronic pink slips

In some Canadian provinces – including Ontario, Alberta, Nova Scotia and Newfoundland and Labrador –

drivers can now display an electronic pink slip on their smartphone when asked for proof of insurance.

This provides a more convenient option over paper pink slips, which can be easy to lose and difficult to

replace. However, many drivers are wondering what their rights and responsibilities are when handing

over their phone to a police officer – and how they can protect their privacy while obeying the law.

Learn more at www.otipinsurance.com/article110.



New driver in the house? Discover how you can save money on insurance

premiums!

It's no secret that new drivers pay higher car insurance premiums, as they have less experience behind

the wheel and the need to build up a safe driving record. This inexperience contributes to the

overrepresentation of teenage drivers in car accidents – although young Canadians represent 13% of

the licensed driving population, they account for 20% of motor vehicle deaths and injuries.¹ However,

there are ways to save on car insurance for a new driver.

Learn more at www.otipinsurance.com/article111.

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.