

The logo features the text "CUPE·218" in a large, bold, maroon font. Below it, "DURHAM EDUCATION WORKERS" is written in a smaller, white, sans-serif font on a maroon rectangular background. The logo is set against a white background with maroon and grey geometric shapes.

CUPE·218
DURHAM EDUCATION WORKERS

The title "November 2021 Newsletter" is displayed in a large, white, sans-serif font, centered on the page. The background is a blurred photograph of a forest floor covered in fallen autumn leaves in shades of brown, orange, and yellow. A solid maroon shape is visible at the bottom of the page.

November 2021
Newsletter

Contents

GMM ZOOM MEETING INFORMATION	3
President's & Vice-President's Message	4-8
Disability Management	9
Secretarial - Clerical - Technical Catholic Board	10-11
Office - Clerical - Technical Public Board	12
Facility Services Catholic Board	13-14
Custodial · Maintenance Public Board	15
Custodial · Maintenance H&S Public Board	16-19
Linc · ESL Catholic Board	20
Continuing Education Public Board	21
Educational Assistants Catholic Board	22-25
Education AssistantsOutdoor Education Public Board	26-27
Education AssistantsHealth & Safety Catholic Board	28
Chirstmas Flyers	29
Edvantage	30
OTIP Updates	31
Equity Steering Committee	32-34

Nov 2021

ZOOM MEETING and Bylaws meeting

GMM ZOOM MEETING,

Topic: November 2021 GMM

Time: Nov 28, 2021 07:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/87001858295?pwd=RHhOanNSRXJ5Q0VNSWx6RElXWkhkQT09>

Meeting ID: 870 0185 8295

Passcode: 948548

One tap mobile

+14388097799,,87001858295# Canada

+15873281099,,87001858295# Canada

Dial by your location

+1 438 809 7799 Canada

+1 587 328 1099 Canada

+1 647 374 4685 Canada

+1 647 558 0588 Canada

+1 778 907 2071 Canada

+1 204 272 7920 Canada

855 703 8985 Canada Toll-free

Meeting ID: 870 0185 8295

Find your local number: <https://us06web.zoom.us/j/kbwXQsF2ah>

Please stay and attend the bylaws update meeting immediately following the GMM

President's Message

2080 Wentworth Street
Whitby, ON, L1N 8W9

Phone Number [905-571-7879](tel:905-571-7879)
Toll Free [1-877-571-0218](tel:1-877-571-0218)
Fax Number [905-571-4102](tel:905-571-4102)
E-mail office@cupe218.ca
Website www.cupe218.ca

Dear Sisters and Brothers,

It's hard to believe that we are gearing up for another Christmas holiday when it feels like summer just ended. This will be the last newsletter before the Christmas holidays. I would like to thank you, the Members, for your support in my first year as President. I enjoy working for you and with you. There have been positive changes happening in our Local, even with everything going on in the world. I pledge to you, the Members of Local 218, that I will continue to give you 110% every day and will continue to fight in the Membership's best interest.

I would like to congratulate the Millennium Scholarship winners and wish them success.

November 11th is Remembrance Day - Canadians recognize Remembrance Day, originally called Armistice Day, every 11 November at 11 a.m. It marks the end of hostilities during the First World War and an opportunity to recall all those who have served in the nation's defence.



Remembrance Day is a memorial day observed by Canadians and other members of the Commonwealth since the end of the First World War in order to remember all those who have fought and died in the line of duty to keep us free. A personal thank you to all the men and women that have served and that continue to serve.

The ministry has taken further steps to provide staff antigen screening. As of November 10th, 2021, individuals subject to testing requirements must provide verification of negative test results three times per week as an added measure to protect schools from the risk of COVID-19. I would like to thank you for your patience and cooperation in this matter.

Brother Sean Hebert and I have been working diligently on getting the Equity Steering Committee with both Employers off the ground. I am happy to say that at this time we are accepting applications for this position from members of the Durham Catholic District School Board. We are hopeful that the Durham District School Board isn't far behind. You can find the application on the Local's website.

President's Message

2080 Wentworth Street
Whitby, ON, L1N 8W9

Phone Number **905-571-7879**

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

Fax Number **905-571-4102**

E-mail office@cupe218.ca

Website www.cupe218.ca

In the coming weeks you will receive an email to your CUPE 218 personal email address. Within this email you will find a unit specific survey. This survey is specific to your unit's needs and wants for the upcoming round of Local Bargaining.

I'm sure most of you have seen or heard the Government of New Brunswick has locked out the Education Workers of CUPE 2745 and CUPE 1253. The Ministry of Education gave notice to CUPE that, effective immediately, the Government will lock out school bus drivers, custodians, educational assistants, student intervention workers, student attendants, speech therapy assistants, school administrative assistants and clerks, district administrative support and library workers. This is clearly a move by the government to try to divide CUPE and create chaos. Do not kid yourself, this could happen to us here in Ontario. Our union is stronger, and a fair deal is more likely when we are united. The Government is choosing to dig in and we now expect they are planning more divisive actions to come.

On November 17th I will be meeting with our National resources to gather information and to organize to start our campaign to put pressure on Management and the Trustees. Furthermore, I have tentative dates to meet with MPP Jennifer French to speak with her regarding our challenges, concerns, and perspectives about the current state of education and the struggles with the DDSB and the DCDSB. The employers might have the right to manage BUT THEY DON'T HAVE THE RIGHT TO MISMANAGE!

President's Message

2080 Wentworth Street
Whitby, ON, L1N 8W9

Phone Number 905-571-7879

Toll Free 1-877-571-0218

Fax Number 905-571-4102

E-mail office@cupe218.ca

Website www.cupe218.ca

JOB BURNOUT: Job burnout is a special type of work-related stress — a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity.

SYMPTOMS:

Have you become cynical or critical at work? Do you drag yourself to work and have trouble getting started? Have you become irritable or impatient? Do you lack the energy to be consistently productive? Do you find it hard to concentrate?

Do you lack satisfaction from your achievements?

Do you feel disillusioned about your job?

Are you using food, drugs or alcohol to feel better or to simply not feel? Have your sleep habits changed?

Are you troubled by unexplained headaches, stomach or bowel problems, or other physical complaints?

If you answered yes to any of these questions, you might be experiencing job burnout. Consider talking to a doctor or a mental health provider because these symptoms can also be related to health conditions, such as depression.

It frustrates me that there might be members experiencing Job Burnout. We have had numerous discussions with both Employers regarding working, unfair expectations, and I lack of staffing. These are just a few of the ways your Employer is taking advantage of you.

During our numerous discussions with the Employers, they continue to respond with "we do not expect Employees to start early, or stay past the end of their work day, and they are able to take their breaks and it is only the Worker that can identify what a safe pace is for them".

If we are going to be successful in achieving any movement with regards to staffing relief, we have to stop going above and beyond. If you are worried about putting a student at risk or there is a health and safety concern, PLEASE contact your Union Representative to have discussion.

December 4th and 5th Brother Hebert, Sister Boisvert and I will be attending the OSBCU Leadership Conference. Some of the items that are on the agenda are; Mobilizing Strategies, Bargaining Climate, Central Bargaining Priorities and the Final Proposal package that will be negotiated at the Central Bargaining table.

In closing, I would like to thank everyone for all your professionalism, dedication and support for each other. Together we will get through this, "We are only as Strong as we are united, as weak as we are divided".

Merry Christmas Everyone.



Dennis Gibbs
President
CUPE Local 218

Vice-President's Message

Dear Sisters and Brothers,

Welcome to the month of November, I can't believe we are already in the third month of school. By the time this newsletter comes out the temperatures outside will be dropping pretty good so please remember to bundle up.

This is a big month for election for Cupe 218 as we have 2 position that are up for election. We have the Secretary/ Treasurers position which we have 2 candidates running for that position and they are Sue Wilkinson and Kim Pollock. The other position that is in the election is the recording secretary position which we have 2 candidates for that position and they are Ramona-Lisa McDonald and Cindy Ellis. Good luck to all the candidates. The elections will be held on Saturday, November 20/21 from 12pm to 1 pm and please remember to fill out the good member in standing application so you can vote if haven't already done it already.

We are in the month of November and this is a month take a moment to remember the more than 2,300,000 Canadians who have served throughout our nation's history and 118,000 who made the ultimate sacrifice. On November 11/21 on the eleventh hour please take a moment of silence for these veterans.

Well we are finally seeing some movement in finalizing the collective agreements DDSB and the DCDSB. We finally have 2 agreements that have been signed and posted on the Cupe website for the EA and Con-ED for the DDSB. Hopefully by the time this newsletter comes out we will have some more agreements signed and posted on our website. I know you don't want to hear this but we are starting to get ready for the next round of bargaining as our contracts are done at the end of August 2022. On December 3,4 and 5th we will be meeting with OSBCU to go over bargaining and information on mobilizing for the next round of bargaining. We are preparing a bargaining survey to go out to the members to get your input on what is a priority for each bargaining unit. These surveys will be unit specific, they are going to touch on what you are looking for, for your unit so please keep your eyes and ears open for this information that will be coming out in the near future.

It has been 3 months and schools are still open which it is a good thing even though we have had COVID cases in the schools. I want to thank everyone for their hard work on all the protocols that have been put in to place for COVID without all your help the schools would be shut down and we would be back to virtual learning so Thank you for your work.

We finally got things moving on the DCDSB for Equity and we are in the process to get something rolling with DDSB. If you are a member of the DCDSB and are interested in getting involved with Equity Steering Committee please check out the Cupe webpage for more information under the tab forms on our member portal. At this time we are still trying to get something going with the DDSB to hopefully be on that committee with the board. We are hoping to get members involved in those committees and have an input from our local. Please keep an eye out for information about the equity involvement at the Cupe level.

Vice-President's Message

Disability Information:

If you have been injured at work or not at work and you require to be off work for anytime please reach out to the union office to find out what your options are. 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. The FEAP sheets for both boards is in this newsletter for your information.

Health and Safety Information:

In the month of September, I sent some Health and Safety posters and information sheets to each location on both boards. These posters and information sheets should be posted on your Health and Safety board wherever it may be. If you require more Health and Safety materials for your Health and Safety board in your location please feel free to reach out to me at shebert@cupe218.ca and I will order them and get them out to your location as soon as I can so the Health and Safety board is up to date on the information that you need.

As we get further in to the month of November and temperatures start dropping and possible bad weather please be sure to dress warm and be careful of any ice and snow on the ground take all precaution as necessary.

We will be having our virtual general membership meeting on Sunday, November 28/21. Please save that date, come on and hear the information on what is going on in your Cupe local. Let's fill all those virtual screens.

Sean Hebert

Vice President and Disability Rep Cupe 218 shebert@cupe218.ca



Disability Management

Dear Sisters and Brothers,

Just like that we are already into November. Christmas is just around the corner. Thank you to everyone that is participating in the upcoming election. Our voices matter, but also the respect we have for one other.

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

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

As mentioned in my last newsletter, both Boards are now using the new medical that was bargained centrally. Your limitations and restrictions are only to be completed by your physician if they feel you are able to return back to work with restrictions. If they have determined that you are not to return at this time or there are no limitations/restrictions that section does not need to be completed. If you have any questions around the new medical form, please reach out to anyone of us on the Disability Team.

The protocol around COVID is still the same for both boards. You are only to self-isolate if you are exhibiting symptoms or you are directed to do so from Public Health. Both boards have different scenarios for coding for COVID. If you are symptom free and still awaiting test results, then the DDSB will have you access the quarantine language in the Collective agreement. Anytime you are exhibiting symptoms the DDSB will charge your sick leave. For the DCDSB, you only have access to the Quarantine Language in the collective agreement if you test positive or you are directed to do so by Public Health. If you have any questions regarding the protocols around COVID, please reach out to me at the CUPE office

Both boards are currently sending out LTD packages by email. 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.

During any time off whether it's due to illness or WSIB related, always take care of yourself. We tend to worry about our workplace and how our school or students are being affected by our absence. Work will be there when it is safe and you are healthy enough to return. Our self-care is important to both ourselves, our families and our employers.

Stay safe and please VOTE

Carrie Boisvert Disability Coordinator carrie.boisvert@cupe218.ca

Secretarial - Clerical - Technical

Catholic Board

Updates

Welcome to November 2021 the time of year where it's now dark when we wake up, and dark when we leave work. I really hope this is the last year of time changes. Let's hope that this is the last winter of COVID restrictions. With vaccinations soon to be approved for children I am very hopeful we can start to move past all this soon.

These past 21 months have really demonstrated what the board thinks of our members. They have piled task on top of task, all while we are facing chronic understaffing with members not being replaced when absent. The employer has shown us time and time again what they think of all of us, if not with words, then with their actions, and indifference towards us.

Because of this we REALLY need to stop working so much for free. I understand that many of our members feel like we are working a team with the school administration, and the board loves to encourage us to be a "team player" but that only works when all players (Management included) are team players.

We only work for our set number of hours per day, depending on your job it can vary from 7-8 hours before overtime. The employer can delegate tasks to us that fit within the scope of our job descriptions to do each day. They can delegate 10 hours of work for each 7-hour day if they want. I know it's frustrating and stressful and difficult, but we ALL need to start prioritizing. It is impossible to do 10 hours of work within a 7-hour day. We need to ensure that we are only doing 7 or 8 hours of work per day depending on your hours. If that means some things do not get done – then that is administration's problem – NOT ours. I understand that things pile up but again that's their problem not ours. Work your hours and not one minute more. Take your breaks – away from your desk so you won't be bothered, the same goes for your lunches.

I am aware that many people feel like this will cause problems with their relationship with the principal(s), but if the only way your administration respects you is when you work for free, that's not really respect. We do not have the same expectations as they do, we are not compensated the same as them. If they want us to work the same as they do – then they need to start paying us the same.

We have labour management coming up on November 16th, 2021. I hope it will be more productive this year than last.

We are coming up to the end of the calendar year – be sure to make sure you have used your personal day, if not use it soon.

We are still waiting to hear back from the board regarding the new Vacation/LOA forms, and as such our grievance is still awaiting resolution. Our policy grievance regarding the boards leaking of personal information is also ongoing still. If you were affected by this, you were already notified by the board.

Remember everyone entering board property is REQUIRED to be fully vaccinated OR undergo testing three times a week. This applies to school visitors as well. I have heard from several locations that the board is asking our members to perform vaccination verification on visitors. After a discussion with our president and national rep, I was informed that this would be an additional step in a process that is already contained within the scope of the job descriptions. Our staff are the first point of contact for visitors already. We must buzz them in, and they have to come and check in with us at the office to sign in. This is another step on top, but in the same process. I have asked the board for a detailed response as to what the expectations are, and I have not received a response. So, remember what I said above about time, and if you are directed to verify vaccination status its' getting cold outside. Remember to get your jacket, that is in the staff room before you go to the door. If this is taking a lot of time to do, then something else won't be able to get done. After all we only work 7/8 hours a day. This is admin's problem, not ours.

Secretarial - Clerical - Technical

Catholic Board

With that being said, the director's own words are:

"With regards to screening visitors/volunteers – I will remind you that only essential visitors/volunteers should be coming into your schools at this time, so the incidents of when you would have to verify immunization should be very limited.

Therefore, we should NOT be admitting anyone but essential visitors. This should not be a regular occurrence.

There was Asbestos discovered at St. Christopher's in September by a contractor. If you believe you were exposed to it please fill out the exposure form at: <https://cupe218.ca/wp-content/uploads/2020/11/Exposure-Forms.pdf>. Please contact the union office or myself if you believe you may have been exposed to this.

Our next membership Meeting is scheduled for Sunday November 28th 2021 at 7:00pm. I hope to see you there!

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

This month we commemorated Remembrance Day. Each year on November 11, we pause in a moment of silence to honour and remember the men and women who have served, and continue to serve Canada during times of war, conflict and peace. We remember the more than 2,300,000 Canadians who have served throughout our nation's history and the more than 118,000 who made the ultimate sacrifice.

"They gave their tomorrow so we could have our today ... Lest We Forget." Unknown

Job Re-evaluation

There has been a lot of interest regarding a job re-evaluation for the Group 11 Elementary Head Secretary position. Karen Beer has agreed to lead a committee of secretaries to complete the job re-eval package. Please email allison.petty@cupe218.ca if you are interested in participating on this committee.

If you feel that your duties have changed and are interested in completing a job re-evaluation, email lisa.coppins@ddsb.ca to request the job re-eval package.

Perform such other duties as may be assigned ...

The last bullet on every job description. These "other duties" are to be one-offs and not to become regular duties. Know your job description so you are not inadvertently taking on additional tasks. If you do not have a current job description email HR.Services@ddsb.ca to request a copy. Only your supervisor is to assign duties, Client Support, IT Services, Purchasing/Accounting clerks, Transportation route coordinators, etc. are our coworkers and are there to assist in our duties but they do not assign duties.

Time Off

Please remember that as hourly employees we have the benefit to book time off by 15 minute increments rather than half/whole days. Booking time off this way allows you to maximize your sick time to your best advantage. While there is a lack of casual clerical staff, booking time off for your needs is not dependent upon available coverage. You should not be made to question your need for time off based on coverage.

Collective Agreement Highlight

Article L25.13 – Supervision

In no case shall general student supervision be assigned to a classification or position in this bargaining unit where supervision is not a core duty of that classification.

This does not diminish any employee's obligation to assist in extenuating circumstances or in emergency situations under the Education Act or any other applicable legislation.

OCT Chairperson Allison Petty allison.petty@cupe218.ca

Elementary Schools Rep Leanne Finlay leanne.finlay@cupe218.ca

Secondary Schools Rep Antony Nembhard antony.nembhard@cupe218.ca

Education Centre Rep Andrew Pearce andrew.pearce@cupe218.ca

Facility Services Catholic Board

Happy November Brothers and Sisters,

Now that October has passed and Halloween is a memory we're starting November with some colder weather. It was nice to see more children at our doors this Halloween enjoying themselves and actually enjoying a non-virtual Halloween.

As mentioned earlier the colder weather is here and with that comes snow and ice, sorry. All Chief custodians or their designates, should make sure that all of your snow removal equipment is in working and safe condition. Start your snow blowers now to make sure they're working properly so that you aren't caught off guard with the first major snow fall. If there are any issues please contact your SQS and follow up with a Swish repair order. Also check on your supply of de-icing salt to make sure you have enough.

The union has recently met with management regarding workload and area maps to make sure everyone is cleaning their proper amount of square footage. There were some changes in schools regarding splits and areas. If you feel that you have an issue with any new area maps please reach out to your SQS and copy the union on any correspondence. Any changes were made in consultation with the Union and are within the correct terms of the Collective Agreement.

We are still receiving calls from our members regarding the lack of help that was promised to us when this whole Pandemic started and we are trying to address the issue with Management. Unfortunately, this will probably get worse with the onset of winter and the extra cleaning involved with snow removal etc. If you find that you are in need of extra help in your school, please contact your SQS and let them know and then let your CUPE rep. know that you have asked for help. We would like to keep track of these request and see how many are actually filled. OMAC. We want to make sure as many sites are provided with either their regular split shift or adequate assistance for any staffing shortfalls.

We have 4 grievances at this time.

1 Policy – Step 2 / RE. Change of shift hours during summer. Awaiting employer response

1 Policy- Step 2 / RE. Mandatory Vacation day for Sept. 30th (Truth and Reconciliation Day) Awaiting employer response

1 Personal – Step 1 / RE. Letter of Discipline. Awaiting employer response

1 Personal – Step 2 / RE. Unfair dismissal. Awaiting employer response

Community use has resumed as of November 1st and we have met with management to discuss protocols that will be needed and to ask for extra help to deal with all the added work. If you have any further questions please contact your SQS for answers and also CC your assigned Rep. any correspondence.

Facility Services Catholic Board

PLEASE TAKE NOTE THAT going forward from November on your CUPE 218 reps will be covering the following areas:

Natalie Melich- Oshawa and Uxbridge

John Quarrie- Whitby, Brooklin, Port Perry and Beaverton Dave Slater- Ajax and Pickering

If you have any problems you don't have the answers to please contact your corresponding Rep. assigned to your area and they will be happy to help you.

Our Collective Agreement is just waiting on the final touches. As soon as it's available it will be posted on the CUPE 218 website.

As always if you have any questions or enquiries, please refer to your CUPE email for any updates or new information. If you are having difficulties accessing your CUPE email or the website please call Sue Wilkinson at the office. Sue can be reached at 905 571 7879

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. 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 Principals, Vice Principals and supervisors are out at the schools checking on this for compliance. If you cannot maintain a 2m distance from students or other and 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.

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. Your professionalism and continued dedication makes us proud to be your CUPE Reps.

In Solidarity,

Dave Slater – Chair C/Md.slater@cupe218.ca

Natalie Melich- Bargaining natalie.melich@cupe218.ca

John Quarrie- Bargaining john.quarrie@cupe218.ca

Custodial Maintenance Public Board

Dear Brothers and Sisters,

November already. Where did the summer and fall go?

This November 11th we remember the soldiers and veterans who have fought and died in the line of duty to enable us to enjoy the freedoms we have today. Please take a moment on the 11th to give thanks to these brave men and women. As I stated in my last month's newsletter. We are still in arbitration over the overtime losses from Easter, March break and summer. We have had a second hearing and have another date set for the 18th of November. Arbitration is always a lengthy process and can be very frustrating for the members awaiting an outcome. Hopefully we will have a decision from the arbitrator soon.

Your committee and I have been working on putting together proposals for the next round of collective bargaining. The local will be asking for members input through a bargaining survey prior to negotiations. Please watch our website and your CUPE e-mail for updates as we want the members opinions on current proposals and new language that they would like to see in our collective agreement.

We have had our first labour management meeting with the board. Labour management consultation is simply a formalized way to meet with management representatives in our workplace and it can offer benefits for both management and the Union. Union representatives can get regular face time with senior managers to talk about organization wide problems and concerns and find solutions outside of the bargaining process.

One of the main focuses of this meeting was work load, Job burn out and the mental fatigue that our members are facing. Management offered no solutions to these problems as they do not see the system as broken. They were proud to say they have never seen the buildings look as clean as they are now. The union asked at what cost though? Our members are burnt out, injured and mentally drained from the amount of work being delegated to them. Something has to give. Enough is enough. If we are going to be successful in making changes to our current work environment, we have to stop going above and beyond. If you are worried about repercussions and putting students at risk for not getting all tasks completed, please reach out to one of the locals Reps. for clarity. Do not overwork yourself! Take your breaks and work at a non- stressful, safe pace. Ultimately, these are the employer's buildings and it is their responsibility to provide our members with the staffing and tools to make them successful at their jobs.

Recently there has been a lot of discussion with members regarding hours of work on P.A. days. Unfortunately there is no wording in our collective agreement that reads to what hours must be worked on these days. The board is adhering strictly to the language we have in the collective agreement. We have submitted many proposals over the years for hours of work for these days and have been unsuccessful in achieving change as the board states "operational needs" That is not going to stop us from trying. Please remember that if you have the unfortunate experience of a work-related injury to please report it to your Supervisor and to Carrie Boisvert, our Disability Coordinator at the Union Office, Also, if you submit medical to the Employer, PLEASE make sure Carrie or I receive a copy as well. No injury is too small to report. In Solidarity.

In Solidarity,

Bob Montgomery

Chairperson and Disability Representative

Bargaining Committee:

John Allan

Dan Mills

Dan Fusco

Stewards:

Kevin Lamont

Robin Fair

Jess Fusco

Custodial Maintenance H&S

Public Board

Dear Brothers and sisters,

Hello to everyone.

I would like to give thanks to all the men, women, and animals who have served and are serving this country for it was no for them we wouldn't have the freedoms and opportunities that we have every day.

I would like to add that a local Union is only as strong as it members. We representative you the member to the best of our abilities and can provide you with tools, guidance and assistance but it is you that needs to take the action.

I have been communicating the same things over the past few months due to the situations and circumstances we are in due to the lack of funding and other reasons that are not as clear. I have included in this month's newsletter another copy of the employee duties and facts around psychological hazards in the workplace. I have included this to hopefully help many see what is happening around us in the workplace and ask you to read it for yourself and how many check marks you can get. I also feel it may help us stand up for not only our health and safety but our labour rights. I have been reporting monthly for the past few months that we need to respect ourselves and our health and safety both mental and physical if we lose either it will diminish our lively hoods which is wrong.

So, consider the facts when reading and use the tools (workplace inspections) to not only make the employer aware and better for you and your staff but give us the tools to work and stand up with you and for you.

This also pertains to being asked to do tasks that are unsafe it is the employers responsibility to ensure your safety not put it in jeopardy. That is where another one of your rights comes into play. The Right to Refuse. All schools should have received a package and there should have been some pocket cards for your reference.

If any Questions or Comments reach out daniel.mills@cupe218.ca or 905-571-7879 "See you along the path"

Dan Mills CUPE 218 Custodial Maintenance Health and Safety Representative

EMPLOYEE RESPONSIBILITIES /DUTIES UNDER OHSA

Hello to everyone

I would like to take this time to remind all members that we as employee have responsibilities under the OHSA as follows. 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 immediaty;

(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.

As 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 Health and Safety

Mental Health - Recognizing Psychological Health and Safety Hazards

What is a psychologically healthy and safe workplace?

The CSA Standard Z1003-13 (R2018) "Psychological health and safety in the workplace - Prevention, promotion, and guidance to staged implementation" defines a psychologically healthy and safe workplace as a "workplace that promotes workers' psychological well-being and actively works to prevent harm to worker psychological health including in negligent, reckless, or intentional ways." Psychological health is related to mental health, which is also defined in Z1003 as "a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community." This definition references the World Health Organization, who note that in this positive sense, mental health is the foundation of well-being and effective functioning for an individual and for a community.

Thirteen organizational factors that impact organizational health, the health of individual employees and the financial bottom line, including the way work is carried out and the context in which work occurs risk are outlined in the Z1003. The 13 factors are discussed in the OSH Answers document [Mental Health - Psychosocial Risk Factors in the Workplace](#).

Mental Health - Psychosocial Risk Factors in the Workplace : OSH Answers

What are Psychosocial Risk (PSR) factors?
What are the 13 psychological risk factors in more detail?

How can psychological hazards be recognized?

In general, inspections are one way to observe the workplace for items or situations that may cause harm. While during a health and safety inspection, unsafe situations can be noted, for example, if a machine needs repair, or if items are misplaced.

Similarly, items relating to psychological health and safety can be noted as well. By listening and through observation, worker concerns or complaints that are heard or seen during workplace

inspections can be noted as items for follow-up. For example, it may be appropriate to ask employees about the stressors they experience at work. The process should be confidential whenever possible. If there are areas of concern, these items should be reported to the supervisor or delegated person. In some situations, you may need to consider if situations noted are “just a bad day” or if it is something more.

However, it is not the inspection team's or health and safety committee member's duty to fully assess if psychological hazards are present, nor should they make a diagnosis about a person's state of mental health. Team members can use observational and conversational skills to note if there is an area of potential concern where further discussion may be necessary.

What are examples of items to note?

The examples outlined below do not list all the possible items for psychological hazards. Adapt this checklist for your workplace's specific needs.

Sample Checklist for Psychological Hazards		
Area of concern	Examples	Follow-up Suggested? (Yes/No)
Pace of work	Discussion with or observation of employees who may mention work scheduling issues Workload (too much/too little), comments made such as “I never have time to take my breaks” or “I always work through lunch” or “I don't have enough work to do” Observing actions including rushing to complete tasks	
Fatigue	Hours of work mentioned, feeling or looking tired	
Conflicting demands	Comments made such as “I don't know which item to work on first” or “I have so many priority projects, I don't know if I will get them all finished in time” Comments about little or no participation in decision making	
Hours of work	Working extra time (paid or unpaid) to complete work, including working through breaks or lunch, on the weekend, etc.	
Work environment	Issues that interrupt concentration are mentioned, as well as other hazards including ergonomic set up, indoor air quality, noise, etc.	

Working in conflict with others	Comments made such as “That person does not speak to me the same way as they do to others”, “I have to be careful what I say” or “I don't feel I can raise that issue with that person”	
Working in social isolation	Comments made such as “I'd be the last person to know” or “I'm never told that” Comments about communication or function/dysfunction of the group	
Working alone	Concerns about communication methods, fear for safety	
Poor communication	Comments regarding not knowing about something, lack of feedback, no response, receiving only negative comments, etc.	
Relating to management, policies, organization of work, etc.	Comments that suggest inappropriate and unfair decisions around work policies and rules—for example approval (or no approval) regarding leaves or training requests Lack of opportunities for training or professional growth Comments regarding uncertainty about the individual's role	
Other:		

Document last updated on November 22, 2018

Nov 2021

LINC ESL Catholic Board

This will be the last newsletter of the year as we do not have a meeting in December.

We are going to have our first labour management meeting on November 17th, and we have meetings scheduled for the following dates: January 12th, April 6th and June 15th.

With respect to seniority list, I finally got a short and simple email from the Board notifying me that this matter will be discussed in our upcoming Labour Management meeting. I will keep you posted with the outcome of this meeting.

I would like to thank all the Instructors for providing feedback about job duties and the added administration work that they have been doing since the beginning of the school year. This will help us to build our case about the extra workload lumped on us besides teaching!

I hope all of you are able to vote in the upcoming election for the positions of Recording Secretary and Secretary Treasurer (you would have had to fill in the Member in Good Standing form by November 18th). The election for both roles will be held via Zoom on Saturday, November 20th 12pm-1pm ET. The Zoom link for the election will be sent to your CUPE email ahead of time.

Hoping to see you all at our next Members General Meeting virtually.

On behalf of Katherine and myself, we would like to wish you all a safe, healthy and happy Christmas Holiday and all the best in 2022!

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

It's always good to start the newsletter with some good news. Congratulations to Erica Brown, daughter of Kristine Brown, one of our members. Erica is studying at the University of Guelph and received one of five annual CUPE scholarships for \$1000.

After a long, long road and many delays, all of you received confirmation that the Job Evaluation process for your position has been completed. I would like to thank everyone who helped make this happen. Our former chair, Maureen, pursued this for years, and then the torch was passed on to me. Thanks, Maureen, for getting this started. Thanks to everyone who contributed to the job questionnaires. And finally, thanks to Sharon Munro, co-chair of the joint JE Committee, who worked hard to ensure that the jobs could be sat by the joint JE Committee, and to Dennis, Sean and Sue at the CUPE office for their support and work behind the scenes.

If you received an increase in pay, it should be reflected on your November 4th pay stub. On that date, you should also have received retroactive pay for the period September 1, 2021 to October 31, 2021. The Board is presently making the calculations for retroactive pay from May 28, 2012 (the date of unionization) to August 31, 2021 and has stated that this will be paid before the end of this calendar year.

We have now received the final signed version of our Collective Agreement back from the Board. It is posted on the Board's staff portal and the CUPE 218 website for you to access.

Our monthly general membership meeting will be held on Sunday, November 28 at 7:00. I hope you plan to attend.

Please do not hesitate to call Jane, Darlene or Judy should you require any assistance.

On behalf of your bargaining team,

Jane Batterink, Bargaining Chair, Con Ed

Your Bargaining Committee:

Jane Batterink--jbatterink@cupe218.ca

Darlene Sasseville--darlene.sasseville@cupe218.ca

Judy White--judy.white@cupe218.ca

Educational Assistants Catholic Board



Welcome to November. We hope you had a wonderful Thanksgiving and enjoyed Halloween with your children or grandchildren. Remembrance Day is coming up in the next week, and we will remember all those who made sacrifices for us by wearing a poppy and taking the time to think of them. Perhaps many of you have had grandfathers, grandmothers, great grandfathers and great grandmothers who fought in the wars. This is my last newsletter before Christmas so your committee and I want to wish you a safe, restful Merry Christmas, and a Happy New Year.



We are gearing up for another round of Central Bargaining with the Ford government so we need to start turning our minds to how we can support the OSBCU and their efforts. Our Central Agreement is up in 2022 and so is our Local agreement. It is also an election year for Ford so we also need to think about this come election time. Ford's settlement of 1% was an insult and doesn't cover the new inflation rate of 4.1% at all. We need to start rallying and speaking to our local trustees and putting pressure on our local MPPs.

We have had a tough time with the Admin/HR department as they take weeks to get back to us on any issues, and we have told them that they show a total lack of respect to our members. A response is usually quicker if you cc myself or if it's a Health & Safety/Disability issue cc Carrie Boisvert.

We have a PADay scheduled for November 12, 2021 in the afternoon. It will be an online EA workshop as a combined effort between the Student Services, CUPE bargaining reps (AD HOC Committee). It is called "Violence Prevention and Intervention Training."

This will be instruction on filling out incident reports and the Parklane. We will be reviewing the videos, and taking questions from you all. This is your time to ask those questions freely, and without bias.

AD HOC -Our next AD HOC meeting is scheduled for Tuesday, November 30th.

Labour Management – Our next Labour management meeting is scheduled for Thursday, December 9th.

Job Evaluation

Even though we had submitted a PDQ back in 2019, we are getting push back from the board. They are sticking to the terms of reference which states "In order for a job to be re-evaluated, it must show a substantial change. This does not mean a lot more work. It means that there have been specific changes to our role. We believe that there has, but according to the Board we don't program etc. We are continuing to argue this point. If they do not sit our jobs, I am imploring you all to not stick your neck out and do tasks outside our job description. If we do not plan then we speak up and have the PST, and the classroom teacher do the planning and programming. They say we are not responsible, accountable, or that our position is not that complex. We believe it is so please stick to just doing your own job, and nothing extra. We need to stop doing extra, so that the Board get the message.

Please see a copy of your JOB Description below:

SCOPE OF POSITION RESPONSIBILITIES

The Educational Assistant is assigned to a school and is accountable to the Principal of the school. The Principal may assign the Educational Assistant various responsibilities in the school based on school needs. Educational Assistants are allocated to schools and are assigned to classrooms to support teachers in meeting the needs of all students; in particular to assist the facilitating the inclusion of students with special needs.

Educational Assistants

Catholic Board

ESSENTIAL DUTIES

Essential duties for Educational Assistants may include some or all of the following under the direction of the Principal and Program Support Teacher/Classroom Teacher. Assist teachers in meeting the needs of all students in the classroom.

Facilitate inclusion during the entire day including recess/lunch periods.

Help students to develop communication, socialization and organizational skills which encourage independence as indicated in the Individual Education Plan (IEP). Assist students with toileting, lifting, feeding, dressing or undressing, hygiene and other physical care as necessary.

Lift and/or transfer students in and out of specialized equipment, from location to location within the classroom, washroom or elsewhere in the school.

Perform functions and procedures such as "clean intermittent" catheterization, seizure care and shallow suctioning as per recommendations of Community Care Access Centre (CCAC).

Assist the teacher in implementing programs and supporting students with several behavioural difficulties.

Assist the classroom teacher to implement a Behavioural Plan of Action as developed by the principal, the PST in conjunction with parent and/or other Board personnel. Share in the delivery, at the discretion of the teacher and under the direction of the teacher, programs for students requiring assistance.

Perform general maintenance exercises with/for the students as recommended by CCAC.

Accompany students to and from various locations within the school as required.

Support other school personnel in ensuring physical safety of all students.

OTHER RESPONSIBILITIES

Share in the supervision of the school and any other assignments as deemed necessary by the Principal. Meeting student(s) at the bus or taxi in the morning and return to such after school.

Accompany students off school property on field trips or other excursions.

Report to Principal/Designate when specialized equipment such as F.M. systems, hearing aids, communications devices, assistive technology and lifts are not operating properly.

Assist teachers in their ongoing communication with parents.

Facilitate class activities thus allowing the classroom teacher to be freed up to work with special needs student(s). Performs other related assignments as required and deemed necessary. Administer medication and chart its distribution as per the direction outlined by Board policy and under the direction of the Principal/Designate. Participate in Professional Activity Days.

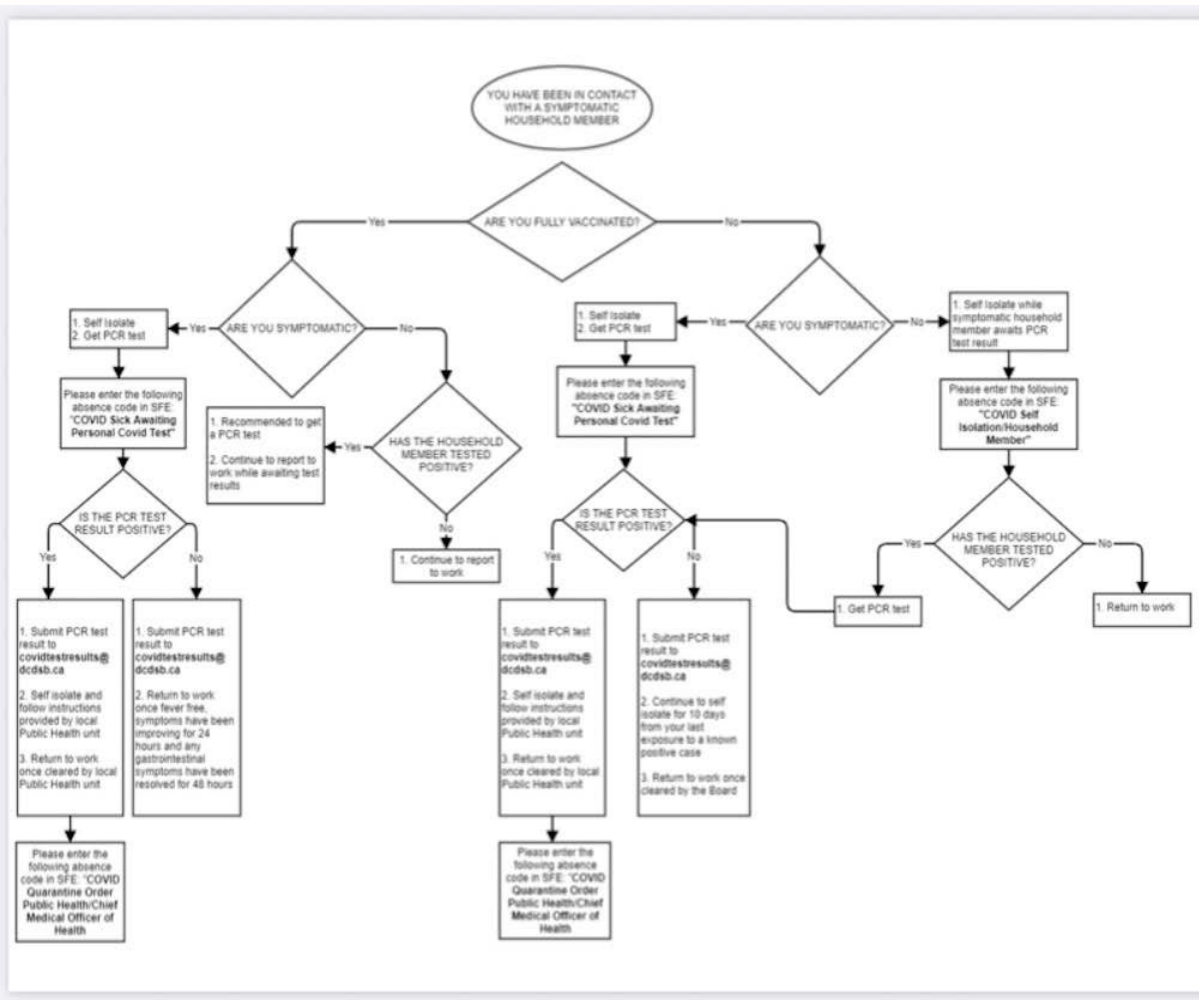
Educational Assistants Catholic Board

Health & Safety

As always, our number one priority is to ensure your safety. Unfortunately, some admin are still pushing back with incident reports and Parklane reporting. Please make sure that if YOU feel an incident report needs to be written up, no one directs you not to do it. If you have to complete a Parklane with a Principal/VP make sure you get a copy of the form and that aggression is marks off instead of struck or contact by if that is what you think is the cause of the injury/ incident. If you are unsure or think a safety plan needs to be reviewed, reach out to your PST and Principal to ensure that is being followed up with. As of November 1, 2021 there has been 158 incident reports written with 56 requiring first aid and 3 requiring medical attention. Be mindful that cleaning an area due to scratch, bite, hit is a form of first aid. Stay safe and reach out to us if you feel there are any safety concerns in your location.

We have an EA that sits on the Ergonomics committee, Kristina McLaren, if you have any concerns, questions or items of discussion for her to bring up at the meetings, please reach out to her via email.

See guide below for direction when you have been in contact with a symptomatic household member.



Nov 2021

Educational Assistants Catholic Board



A message from Superintendent Susie Lee Fernandez Dear Educational Assistants,

I hope you have a great weekend ahead and are able to get some rest and relaxation!

I wanted to express my gratitude to CUPE for the collaboration and teamwork in preparing for the upcoming PA day training. I am looking forward to seeing you virtually next week.

Thank you for all you continue to do to support students and staff! Susie

Remember, we are here if you need us! If you're a new employee and haven't set up your CUPE email, please email swilkinson@cupe218.ca or call the CUPE office @ (905) 571-7879.

Maureen Cope - maureen.cope@cupe218.ca

Bargaining Chair, Durham Catholic Board Educational Assistants - Pickering

Bargaining Committee

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

Bobbi Jo Agius - bobbijo.agius@cupe218.ca - Ajax

Steward

Shelagh Cauchi - shelagh.cauchi@cupe218.ca Oshawa

Just a reminder!

Keep in mind that if we don't return your call right away it is because we are also working.

Educational Assistants Outdoor - Ed Public Board

Thank you! - Please know that you all are doing fabulous! Be proud of your work and what you are doing for the students!

Think of it this way - Without you – most Identified students wouldn't be able to attend school and those you support in mainstream classes would fall through the cracks. Many students are able to use technology (for more than just playing games) because of you!

Info - This is going to be a shorter version of the regular newsletter as it's more focused on specific information you require. We will be sending out an update email to your CUPE emails in Dec so watch for that.

CA -The new Collective Agreement is in the Member Portal section of our website. Either print it out or save it as a PDF to your computer for easy access. The answer to many of your questions is there – such as Seniority, Hours of Work, Leave of Absences (including Bereavement, Education, Special Leave days and Pregnancy/Parental Leave), General Conditions which has info on PPE, Medical Procedures, Yard duty and Supervision as well as General Supervision, Evaluations and Redeployment within the School – this has taken place at many schools so far this year due to students not attending.

It is your CA and it's important for you to know what's in it.

Please read and save Tracey's EA H&R report this month as well as the last 2 for important info in relation to you working safely. Re-read and save the Welcome back email and info that was in the last 2 newsletters. Plenty of 'coles notes' information for you.

Social Media- Beware! Admin and Management are seeing/reading it! It really isn't your friend. When you have questions or are looking for info, the Bargaining Reps and Stewards are there to help you.

EA/Outdoor Ed Contact info- It is important to contact the Rep/Steward for your Area.

REMINDER We are not to use the DDSB email for any Union business.
2021-2022 SCHOOL YEAR

SCHOOL AREA	CONTACT PERSON (REP)	CONTACT INFO
PICKERING ELEMENTARY SCHOOLS	BRANDY TOWNSON (STEWARD)	brandy.townson@cupe218.ca
AJAX ELEMENTARY SCHOOLS	STEPHANIE DEZSI (STEWARD)	stephanie.dezsi@cupe218.ca
NORTHERN & WHITBY- ELEMENTARY SCHOOLS	DEB KENNELLY (STEWARD)	deborah.kennelly@cupe218.ca
OSHAWA ELEMENTARY (ADELAIDE MCLAUGHLIN P.S.- JEANNE SAUVE P.S.)	FIL WYLIE (STEWARD)	filomena.wylie@cupe218.ca swilkinson@cupe218.ca
OSHAWA ELEMENTARY (KEDRON P.S. - WOODCREST P.S.)	SUE WILKINSON (REP) (CONTACT FOR CUPE EMAIL ADDRESS, BENEFITS AND OTIP)	
HIGH SCHOOLS & H&S ITEMS	TRACEY LESPERANCE (REP AND EA H&S)	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

Outdoor - Ed Public Board

Chart for taking time off- Your sick leave is valuable for you in being sick, having surgery, taking care of your mental well-being & health etc. We are hourly paid employees not salary paid as Teachers/Admin are and you don't have to take a full or ½ day when you only require a short time off for an appointment. Below is a chart for clarification on a breakdown of your working paid hours. This doesn't include the 40 minute uninterrupted lunch.

DAILY PERMANENT EA FTE	EQUALS	DAILY TOTAL HOURS/MINUTES (ACTUAL WORKING HRS/MINS)	DAILY SUPPLY EQUALS	DAILY TOTAL HOURS/MINUTES (ACTUAL WORKING HRS/MINS)
		Your absence approval will be based on this column.		Your supply approval will be based on this column.
1.0	7.0 Hrs.	7 Hrs.	6.25 Hrs.	6 Hrs. 15 Mins.
0.9	6.3 Hrs.	6 Hrs. 18 Mins.	5.62 Hrs.	5 Hrs. 37 Mins.
0.8	5.6 Hrs.	5 Hrs. 36 Mins.	5.0 Hrs.	5 Hrs. 0 Mins.
0.75	5.25 Hrs.	5 Hrs. 15 Mins.	4.68 hrs.	4 Hrs. 41 Mins.
0.7	4.9 Hrs.	4 Hrs. 54 Mins.	4.37 Hrs.	4 Hrs. 22 Mins.
0.6	4.2 Hrs.	4 Hrs. 12 Mins.	3.75 Hrs.	3 Hrs. 45 Mins.
0.5	3.5 Hrs.	3 Hrs. 30 Mins.	3.12 Hrs.	3 Hrs. 7 Mins.
0.4	2.8 Hrs.	2 Hrs. 48 Mins.	2.5 Hrs.	2 Hrs. 30 Mins.
0.3	2.1 Hrs.	2 Hrs. 6 Mins.	1.87 Hrs.	1 Hrs. 52 Mins.
0.25	1.75 Hrs.	1 Hrs. 45 mins	1.56 Hrs.	1 Hrs. 33 Mins.
0.2	1.4 Hrs.	1 Hrs. 24 Mins.	1.25 Hrs.	1 Hrs. 15 Hrs.
0.1	0.7 Hrs.	42 Mins.	0.62 Hrs.	37 Mins.

***** If by chance you have been injured or are requiring to be off ill for any reason, please make sure to contact the CUPE office and either Carrie Boisvert the DM Coordinator or one of the other Disability Management Reps will gladly help you!

Even though there are days where you feel like you haven't accomplished anything except put out fires, run all day long, feel defeated, unappreciated and just done, know that you are doing the best you can! Reflect back-- you probably made someone, whether it was a student or another coworkers day, with even just a good morning, hi or a smile. We don't know what others are going through and without thinking, although exhausted and defeated, you could have turned their day around or they did for yours.

We hope to see you at the General Membership meeting. Take care and stay safe. In Sol,
Chairperson – Lori Richards lrichards@cupe218.ca Bargaining Reps- Glen Morrison Tracey Lesperance
Sue Wilkinson swilkinson@cupe218.ca

Stewards-

Deb Kennelly deborah.kennelly@cupe21.ca
Fil Wylie filomena.wylie@cupe218.ca
Stephanie Dezsi stephanie.dezsi@cupe218.ca
Brandy Townson brandy.townson@cupe218.ca

Educational Assistants Health & Safety - Public Board

“Words may inspire, but only action creates change” - Simon Sinek

As everyone is aware there have been issues with getting our positions filled by supplies this year. This is a huge concern for our students and ourselves. Besides being annoying, it is a major health and safety concern. When one or more co-workers are absent it means that the work must be shared among those present. I have heard many times in the last few weeks, EAs saying they feel guilt for calling in sick or having to leave for an appointment. This is not okay. The job we do is valuable but we need to take care of ourselves, so then we can care for our students and families. Do not overwork yourselves.

Symptoms of overwork can include: - Stress.

- Burnout (including exhaustion and fatigue). - Musculoskeletal injuries. - Depression and anxiety.

Family conflict.

Gastrointestinal disorders.

If you are experiencing any of these symptoms talk to your medical professional.

Remember- we did not create this issue. This is something we are working with the employer on. You must take your breaks, lunches and not go to work when ill, (don't make your co-workers sick!)

When you are short-staffed- ask your Administration “I would like to take my breaks-when is a good time?” and hold them to it. It is THEIR job to find coverage. If you have any issues, let the union know.

Reminder: If you are bruised, bitten, scratched, or hit in the head

DO A PARKLANE REPORT. This is when you either have been injured and need to seek medical attention or if you need onsite first aid, such as cleaning and disinfecting a wound, applying ice, or band-aid.

All you do is tell your Principal that you would like to do the report and provide the details. Do not let anyone downplay your injury! Many times a small injury can become more serious later on. And you want to protect yourself in case it does.

Also, you are to be given time during your workday to complete these forms. You do not need to do this at home on your time.

I just want to thank everyone for the amazing work you do! Every day showing up for your students and co-workers. Keep up the great work and keep on reporting violence and unsafe incidents. By doing so, we are helping our students get the assistance they need and helping our co-workers by supporting one another.

Take care, stay safe, and thanks for reporting!

Take care and stay safe. Tracey Lesperance
Health and Safety Representative Educational Assistants CUPE 218



Cupe 218
CHRISTMAS
FOOD AND GIFT CARD DRIVE
HELP US FEED
OUR COMMUNITIES ON CHRISTMAS

November 20 until
December 15/21

*Simply drop your non perishable food donations to our local in our donation box outside of the office between 8 am to 4 pm and for gift cards you can drop them into the donation box or send it through the courier to Cupe 218.
Cupe 218 address: 2080 Wentworth St, Whitby, Ont.*

All donation will be donated to
Feed The Need in Durham

Made with PosterMyWall.com



Cupe 218 Kids
Christmas Party

Saturday, November 27th/ 2021
Time : Open from 5 pm to 8 pm
Location: Kids Safety Village
Address: 1129 Athol St, Whitby

For additional information please check out
the website: [durhamsafetyvillage.com/](http://durhamsafetyvillage.com/christmas-at-the-safety-village/)
[christmas-at-the-safety-village/](http://durhamsafetyvillage.com/christmas-at-the-safety-village/)

REGISTRATION STARTS ON
NOVEMBER 11/21 AND
ENDS ON NOVEMBER 19/21
PLEASE REGISTER ONLINE
AT CUPE218.CA

Made with PosterMyWall.com

OTIP Updates



5 things you can do now to prepare your home for winter

Now that fall is officially here, many Canadians are busy enjoying all that the season has to offer. Between admiring the colour-changing leaves on a cool evening stroll and baking pies made with freshly picked apples, prepping for winter may be at the bottom of your fall to-do list. However, using the last of the year's warmer weather to prepare your home for winter cold could spare you a lot of trouble once the weather starts to turn.

Here are five things you can do in the fall to get your home ready for winter.

Learn more at <https://www.otipinsurance.com/article126>.

How to maintain a vehicle you don't drive often

From decreasing your commute to putting your car in storage for the season, there are plenty of reasons why you might not be driving your vehicle as often as you used to. But don't let it sit collecting dust — follow these steps to maintain your car and keep it ready to hit the road.

Learn more at <https://otipinsurance.com/article128>



What is usage-based insurance and is it right for you?

Usage-based insurance (UBI), also known as pay-as-you-drive insurance, has recently spiked in popularity amongst Canadian drivers who find themselves driving less since the arrival of COVID-19. More drivers are looking for a way to be rewarded for their good driving habits. Wondering if usage-based car insurance is right for you? We've put together a guide to help break down the FAQs of UBI programs.

Learn more at <https://otipinsurance.com/article129>

Membership Discounts



Edvantage Program

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

Haven't registered for Edvantage?

Contact Sue Wilkinson at swilkinson@cupe218.ca to request your registration information today!

Please stay and attend the bylaws update meeting immediately following the GMM

CUPE LOCAL 218 **EQUITY STEERING COMMITTEE**

As more and more lives continue to be impacted by systemic violence, racism and discrimination, we know that the moment to act is now. We can no longer afford to sit on the sidelines and wait for someone we know and love to experience harm.

To that end, we have collaborated with the Durham Catholic District School Board to create a volunteer position that will be part of the Equity Steering Committee. In this position, the selected applicant will work alongside the Local's Vice President and members from the management team. I am looking to deepen the engagement with the DCDSB to better represent member who identify as an equity seeking person and to increase participation of equity seekers within CUPE Local 218 structure.

The Equity Steering Committee will meet a minimum of four times per year. The successful candidate will have access to training through CUPE and will provide support through an equity lens for CUPE Local 218 and will give reports to the President and the Executive.

The applicant will be appointed by the President and the members of the Executive Committee. Selection criteria is as follows;

One member will be selected who identifies as at least one of the following:

- Indigenous Workers
- LGBTQ2S
- Worker with Disabilities
- Woman Worker
- Racialized Worker

Additional experience in diversity of job classifications that CUPE Local 218 represent is an asset. Must be available for meetings, book off, etc., throughout the school year.

Applications are being accepted now, please submit letters of interest to dgibbs@cupe218.ca

In Solidarity,

Dennis Gibbs President CUPE Local 218



CUPE Local 218 Equity Steering Committee Application Form

Name: _____

Equity Group in which you Self Identify (please check all that apply)

Indigenous

LGBTQ2S

Worker with Disability

Woman

Racialized Worker

Do you hold an Elected Position within our Local? (please specify): _____

Home Address:

Home Phone: _____
Cell Phone: _____
Email: _____

Application Questionnaire:

1. Please share why you are interested in applying for the *Equity Steering Committee*?
2. Briefly describe your experiences that would be relevant to your interest in the position, both in the Labour Movement and/or your community. Feel free to include your strengths, but also areas where you think this experience could be one from which you could share with others.
3. Are there specific areas of training or issues you would like to work on, support or receive in the position of the *Equity Steering Committee*?
4. The *Equity Steering Committee* volunteer may need to volunteer their time (meetings on evenings and weekends via video and/or in person where possible). Is this a commitment you would be able to make?

Applicants Signature

Date
