

OUR LOCAL 1479 NEWS

Official Publication of CUPE Local 1479

1% Lump Sum one time payment, not raise

Just to clarify, there was a one time 1% lump sum payment on your pay in February. There was no raise. There will be a 1% raise in September.

Member Spotlight

If you or anyone you know in the local has would like a shameless plug please email

lizjamescupe1479@gmail.com



CUPE Representation

If you are in a situation with your supervisor that is or has the potential to become disciplinary (meeting, letter on file, termination...), it is in your best interests contact your union representative immediately. Another CUPE member in your school is NOT CUPE representation. They can support you, however they do not have to the proper training to act as an official representative.

A CUPE representative in this case is your Steward, Chief Steward, VP or President.

Sick Days

All full time members have access to 11 sick days plus 5 additional days not deducted from sick bank. The 5 additional days can be a combination of up to 1 personal day, 4 Special Compassionate Leave and/or 5 Illness of a Close Relative (this relative must live with you). When you are using one of the additional 5 days you must fill out the Request To Be Absent Form for your unit. Once your 11 sick days are used you roll into 120 days Short Term Disability. With proper medical, all members will receive 90% of their pay once in the 120 days. **The board's medical certificate needs to be filled out on your fifth day absent in a row. The board will not except a doctor's script note.** It is in everyone's best interest to have a copy printed off at home in case you are ever in need of it. You can print a copy under the Resources section of our website or on the board site under HR. The board is working on a pamphlet to explain the process in further detail.

These are sick days, if you abuse them we will lose them!

With Heartfelt *Sympathy*

BIGGLEY, Douglas
Valen

February 29, 2016

We regret to inform you of the passing of Mr. Douglas Valen Biggley, brother of Karie Biggley, Educational Assistant at Archbishop O'Sullivan Catholic School.



Deepest sympathy also go out to the following CUPE members:

Liz Sagriff's Brother in law passed away in Feb.

Kathy Menna's Brother passed away March 10

MaryAnn Smith's sister passed away March 10

Communication

Please ensure that you have provided your personal email or texting number to Liz James at 613-885-5580 or lizjamescupe1479@gmail.com

If there are any new members in your locations please pass along this information

If you are away of anyone off sick for a month or who has had a family member pass away please contact the Social Committee and let them know. In the west it is Sharon Wilson and Rachel Lewis and in the east you should be contact Andrea Miller and Marrienne Merrithew.



69-15-16-T - 1.0 FTE Caretaker III

[69-15-16-CT](#)

Internal

Tweed

4/26/2016 4:00 PM

70-15-16-CT - 1.0 FTE Caretaker III

[70-15-16-CT](#)

Internal

Belleville

4/26/2016 4:00 PM

71-15-16-ELEM.SEC - 1.0 FTE Elementary School Secretary

[71-15-16-ELEM.SEC](#)

Internal

Belleville

4/26/2016 4:00 PM

72-15-16-EA.SPECD - 1.0 FTE Educational Assistant - Special Education

[72-15-16-EA](#)

Internal Kingston 5/3/2016 4:00 PM

SUPL: Scheduled Unpaid Leave

The two days designated for this year’s SUPL are May 20, 2016 and June 29, 2016. If you take May 20th, you will still be paid for the stat holiday. If you wish to take either of these days without pay you should put your request in as soon as you know.

Seniority List for Causals

The board will have a seniority list for causal staff ready for September 2016. At this point there is no defined purpose for this list. This will be decided in the next round of bargaining. The lists will be established using hours worked.



Illness of a Critically Ill Family Member or Child

If anyone is in the unfortunate circumstance where they need to apply for the leave you must apply for EI benefits and submit proof to the board that your claim has been approved through Employment Insurance. Once this information is submitted you will be topped up for 8 weeks to 100% of your wages. We are waiting for clarification on the two week waiting period and if the 8 weeks includes this or not. As soon as we have the answer from the OSBCC we will let you know.



Violent Incident Report forms

The **Violent Incident Report Form** is completed anytime staff encounters a violent incident involving a person (adult or child) in the workplace. Any attempted or actual violent incident in which cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury. Violent incidents require the completion of the Violent Incident form, which is then given to the immediate supervisor for signing. If you are told that your administrator will not sign the form you can contact an Executive member of CUPE 1479 or send it in without a signature. To save time, if you work with a student who may exhibit frequent violent behaviours you may wish to do one form per day or week stating how many times a particular type of incident occurred. For example: punch x2, bite x3 and date & time.



Who should complete the Violent Incident Report Form?

The staff member involved in the incident should complete the form.

What happens to these forms?

The form is given to the Supervisor, who will sign and send a copy to the Joint Health & Safety Chairs and Student Services.

Why should I complete this form?

The Health & Safety committee uses the information to track safety concerns; they may use the information to track a

repeat offender; and the information can be used to plan for future staff training, staffing compliment and/or to develop a safety plan.

Support for other locals without contracts

March 29th CUPE Local 1022 held a very well attended rally outside the Anne St. board office just before a Board Meeting was going to take place. The rally was attended by Fred Hahn, CUPE Ontario President, members of OPSEU, CUPE 1479, OECTA, ETFO and hundreds of members from CUPE 1022. The next day they got a tentative agreement and have now ratified. There are still 2 locals in the province without a deal

Benefits Meeting:

Jennifer Connor, Acting President and Liz James, Chief Steward attended the Leadership Benefits Meeting on April 8th in Toronto. Liz also attended an OSBCC Leadership meeting on April 7th in Toronto. The Benefits Committee has met 7 times since the OSBCC Leadership meeting in February. Collecting all the data is a very complex task. All the benefit plans across the province are so different. Some people have 100% employer paid benefits, some pay 10% like us and others have no benefits at all or pay up to 50% of the costs. The amount of cover and deductibles vary widely as well. Another issue that is proving to be problematic is the fact that many boards have yet to submit their costs to CUPE. Due to this fact CUPE has written a letter to the government requesting an extension to the May 2016 deadline to submit our decision to either take part or not in the provincial wide benefits trust. We will keep you posted on any developments.

Privatizing Hydro One will drive up rates. That's bad for consumers, bad for business and bad for the economy. The more our electricity system gets privatized, the less we'll be able to count on the Ontario Energy Board (OEB) to prevent rate increases. Email your MPP and let them know you don't support and can't afford the sale. Hydro prices are insane, they increase but not our wages!

Hydro privatization
HISTORIC SELLOUT
BETRAYS THE
PEOPLE OF ONTARIO.
IT MUST BE STOPPED!

PREMIER KATHLEEN WYNNE
 A respected leader makes
 an appalling decision.

Absenteeism - Culpable or Non-Culpable

I think that it is important to go over the difference between CULPABLE AND NON-CULPABLE ABSENTEEISM.

The board has become extremely frustrated with the number of CUPE members who have been calling in sick when in actuality they are not. The board is tracking absenteeism. We want to make sure that all our

members get the clear message that culpable absenteeism will NOT be tolerated and you will be disciplined. Culpable absenteeism is a terminable offence and we may not be able to save your job.

If you request days off without pay and you are denied DO NOT call in sick or post photos on social media. The board is tracking this as well and you will be disciplined for this as well. This is considered fraud and insubordination.

According to HRVoice.org the definition of the two kinds of absenteeism are:

1) Blameworthy, culpable, absenteeism occurs when an employee fails to attend work without a reasonable explanation. For example, an employee who sleeps through her alarm clock, or takes a sick day when she is not sick, is engaged in culpable absenteeism.

2) Innocent, or non-culpable, absenteeism occurs when an employee is, for reasons outside her control, not able to work. For example, an employee who cannot perform her duties at work due to illness or injury is absent for non-culpable reasons.

Education

Jen Connor attended the Leadership Bundle offered at the David Saunders school. Liz James attended Labour Law.

Education is the key to powerful union leadership! We can't help you to the best of our ability without the proper training and education. We have already used some of the knowledge gained to better the local and have had many of our questions answered. Taking part in education opportunities with other like minded union executives is very beneficial. We not only learn from the instructions and National Representatives, but we learn from specific situations that have happened in local's around us from various sectors. Canadian Union of Public Employees (CUPE)



April 20, 2016 20:08 ET

CUPE heralds major court victory in Bill 115 charter challenge

TORONTO, ONTARIO--(Marketwired - April 20, 2016) - CUPE's 55, 000 education workers are lauding a significant Ontario Superior Court victory, after several unions challenged the constitutionality of Bill 115. The court challenge was filed in 2013 after Bill 115 stripped workers in the education sector of their rights to bargain collectively. The challenge was postponed in 2014 at the request of the province, and resumed in December, 2015.

"CUPE's position has always been that Bill 115 violated our basic Charter rights," said Terri Preston, chair of the union's education sector coordinating committee. "We saw it as a threat to all Canadian workers, and we couldn't let it pass unchallenged. The court validated our position that this Bill was a gross overreach that trampled basic freedom-of-association rights."

"After this lawsuit was initially filed, the Supreme Court of Canada (SCC) ruled in the Saskatchewan Federation of Labour case that workers have a constitutional right to strike," said Fred Hahn, president of CUPE Ontario.

"CUPE was a lead union on that SCC case, and victory there gave us great confidence in our case here. We are thrilled the Superior Court has agreed that the government's approach to collective bargaining was 'fundamentally flawed'."

Significantly, in his ruling Justice Lederer wrote that the impact of this flawed piece of legislation was "not just on the economic circumstances of education workers but on their associational rights and the dignity, autonomy and equality that comes with the exercise of that fundamental freedom."

"This couldn't send a clearer message to governments that they ought not interfere in free collective bargaining," said Preston. "It's a terrific ruling for education workers in Ontario and in building on the existing case law, for all Canadian workers."

Justice Lederer made no ruling on remedy, obliging the parties to meet to try and reach agreement. If agreement is not reached on remedy, the matter will be referred back to him. "We will meet with the other unions with whom we engaged in this court challenge to discuss what we want to see by way of remedy," said Hahn. "We will continue to work together to preserve basic collective bargaining rights. We call on the Liberal government to accept this ruling and put any thought of a costly appeal out of their minds. Now they must spend time, energy and resources on remedy, and on strengthening the public education system in Ontario."

The parties to the challenge, alongside CUPE, were the Elementary Teachers' Federation of Ontario (ETFO), the Ontario Secondary School Teachers' Federation (OSSTF), and the Ontario Public Service Employees' Union (OPSEU). UNIFOR also had intervenor status.

CUPE represents 55, 000 education workers in Ontario, including custodians, administrative and clerical staff, educational assistants, instructors, tradespeople, early childhood educators, and many more, across all four school board systems (English and French, Catholic and public).

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