

OUR LOCAL 1479 NEWS

Making Schools Work!

Job Evaluation Update:

The job evaluations (JE) forms have been filled out by all the groups that are undergoing the JE process this year. The JE team has looked over the submitted forms and combined all the information in to one form per group. HR now has the forms and are looking them over. HR and the committee members decided on what year's the jobs would be evaluated.

The list of job classifications and three year schedule can be found on page 4 of newsletter.

If you have any questions please contact a committee member below.

Members are: Sharon Wilson, Andrew Eves, Paul O'Connor and Jennifer Connor



New Collective Agreement

We have worked through the merging of the new collective agreement with the board. It is a complex process as we have to have refer to the two parts for each units. There is the central agreement (Part A) and the local agreement (Part B) sections. We will be signing the document the week of April 17th and posing it to the website as soon as it is available. One hard copy will be printed from each school location. We thank everyone for their patience as we had to work through several articles making sure there were no mistakes.



Next General Meeting

Our next general meeting will take place on
May 27, 2017 at 9:30 a.m.

This will be the last meeting of the 2016/2017 school year.
See you all there.

An active union is a strong union!

Days off without pay

Please request any days off with out pay BEFORE you book any vacations. The board is denying most days off even with out pay unless they are for extenuating circumstances. For example if you are in a destination wedding and ask for a week off chances you will be denied are high. They may allow you one day each for travel to and from destination and day of event, but not the whole week.

Their reasoning for this is student consistency and lack of qualified coverage.

With Heartfelt *Sympathy*

Cowan, John W.

March 22, 2017

We are sad to inform you of the death of Mr. John W. Cowan, father of Sarah Cowan-Roberts, Educational Assistant, St. Martha Catholic School, on March 12, 2017.

Roach, Thomas "Tom" Gerard

March 06, 2017

We regret to inform you of the passing of Tom Roach, brother of Joe Roach, Custodian at St. Mary – Read and Courier out of Plant –West, on February 27, 2017 at the age of 53.

Nemec, Jozefa

March 03, 2017

We regret to inform you of the passing of Mrs. Jozefa Nemec, mother of Christine Cousins, Youth Worker at St. Michael Catholic School.

Janet Young

February 24, 2017

We are sorry to inform you of the death of Janet Young on February 16, 2017. Ms. Young is the sister of Brian Langabeer, Custodian at the Board Office in Napanee.



3 Year Schedule for Job Evaluation Process

YEAR 1 – 2016 - 2017

- | | |
|---|---|
| 1. Secretary - Learning Technology Services | 7. Application Specialist – Assistive Devices |
| 2. Learning Technology Technician | 8. Itinerant Educational Assistant |
| 3. Learning Technology Specialist | 9. Educational Assistant – Speech |
| 4. Learning Technology Analyst
Education | 10. Educational Assistant – Special |
| 5. Web/Software Support Specialist | 11. Library Resource Assistant |
| 6. School Support Analyst | 12. Youth Worker |

YEAR 2 – 2017-2018

- | | |
|--------------------------------------|---------------------------------|
| 1. Secretary – Elementary | 6. Clerk/Receptionist – Loyola |
| 2. Secretary – Secondary | 7. Head Secretary - Secondary |
| 3. Secretary – Plant | 8. Payroll & Benefits Clerk |
| 4. Secretary – Learning Services | 9. Finance Clerk |
| 5. Clerk/Receptionist – Board Office | 10. Budget & Accounting Officer |

Year 3 – 2018-2019

- | | |
|---|---|
| 1. Caretaker I | 7. Maintenance Person Certified – Painter |
| 2. Caretaker II | 8. Mechanical Systems Technician |
| 3. Caretaker III | 9. Certified Trades – Electrical |
| 4. Caretaker IV | 10. Energy Systems Technologist |
| 5. Maintenance Person | 11. ECE |
| 6. Maintenance Person Certified – Carpenter | 12. Instructor |



Apr 6, 2017

Over 630 activists participated in CUPE's *Building Strong Locals* conference in Halifax this week, giving CUPE members from all corners of the country a unique opportunity to come together to share knowledge, common experiences, and common goals. And they seized it.

Attendees shared their best ideas in five workshops throughout the week, focused on building strong leadership skills, better links with community allies, strong local infrastructure, better member engagement practices within locals, and stronger practices within locals to be as prepared as possible for bargaining. Following the conference, CUPE will take information from the workshops and share these tools and resources with local unions across the country.

In his opening address, CUPE National President Mark Hancock emphasized that all change starts at the local level. National Secretary-Treasurer Charles Fleury told delegates that, in the face of many challenges, CUPE has the resources needed to win.

Delegates enjoyed a range of guest speakers on panels in each workshop. They were also treated to some rousing addresses from former NDP MP Megan Leslie, as well as Willy Palov, from the Halifax Typographical Union (HTU), whose members have been on strike at the Halifax Chronicle Herald newspaper for over a year.

CUPE members showed their solidarity with striking members of the HTU, and Secretary-Treasurer Charles Fleury, in his closing remarks, pledged \$5,000 toward their strike fund. With the conference wrapped up, CUPE activists are returning to their communities across Canada – energized, invigorated, and ready to engage and fight for their members.

CUPE 1479 sent 4 delegates to this conference.

They were Kevin French - President, Jennifer Connor-VP, Dianne Noack - Sargent at Arms and Liz James- Chief Steward.

There were many good ideas that came out of this conference. One thing was clear. We need to build community partners. There were several ideas as to how we could support our communities and raise our profile. People only hear our name when it comes to bargaining, and even then the focus is on the teachers. We need people to stand up and take notice of us and the good work that we do. We all support the communities we live and work in. Supporting the United Way would benefit our schools and families.



YARD SALE: One idea was a CUPE campaign where members would volunteer their time at a CUPE sponsored events. One idea was a yard sale with profits going to the United Way. The United Way is an organization that the ALCDSB supports and benefits all of our schools and communities directly. One yard sale could run in an east school parking lot and one in the west.

Everyone is starting the spring purge and has stuff they could donate to this worth while cause. If you are interested in helping out or heading up a site please contact a member of the executive. We can't do it alone, we need your help! Thinking a Saturday in June?

Moving job classifications within CUPE Units

There seems to be a lot of misconceptions regarding moving between job classifications. Unit 1 permanent members are able to move from one job classification to another as long as they are qualified and have the seniority. The union and the board value all the skills, education and abilities of each individual position so only those that are already qualified are able to move. Article 12.01 (b) clearly lays out the selection criteria for promotions and transfers. You can not take seniority between Unit 1 & 2. As the language reads now, you can attend schooling for another position, acquire skills or/ get the experience while doing another job in the bargaining unit. So for example, if an Educational Assistant would like to apply for a Care Taking job they **MUST** meet all the requirements in the job posting. If they are qualified and have the seniority then they are welcome to apply. If a Custodian would like to become an Educational Assistant and have the job requirements then they are welcome to apply as well.

If this is something you would like to see changed then you should write it in the survey in the next round of negotiations. The surveys are where the items that the Negotiation Committee take to bargaining come from. Whatever are the highest requests are the ones that are presented.

The Executive has the duty to police the current collective agreement. Personal opinion is not a factor.

REQUESTS

Member Highlights

If you have any pics taken of hard working CUPE members in the workplace (no student faces please) please send the picture to Liz James. We would like to celebrate the great things our members contribute to education in Ontario. If you have anyone who you feel should be highlighted, an event promoted or have anything you would like to see in the newsletter please email lizjamescupe1479@gmail.com



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Health and Safety

Health and Safety is an important issue for CUPE 1479. There are 4 elected members that represent CUPE members on the Joint Health & Safety Committee (JHSC). The members include Sharon Wilson-Worker Co-Chair, Kevin French - President, Bryan Brennan and Liz James - Chief Steward. During meetings the committee, including management, CUPE and OECTA representatives discuss school reports, WSIB reporting (names not used, just locations and incident) and pressing issues facing employees. Watch online for the new Violent Incident Reporting form that the committee has worked on to try and ease the reporting process. Please remember if you are injured while experiencing a violent incident you also need to fill out a WSIB short form or long form if you seek medical attention. If you see a doctor you need to have them fill out a Form 8, then FAF forms at subsequent appointments. You send your Form 6 to payroll and the board fills out Form 7. If you are denied and want to appeal and you would like CUPE's help please contact Liz James 613-885-5580 or lizjamescupe1479@gmail.com.

For information and podcasts related to Occupational Health and Safety go to <http://www.ccohs.ca/products/podcasts/>

ASL Courses (Kingston) - Canadian Hearing Society

Apr 3 2017

The Canadian Hearing Society will be offering the following 10 week, ASL courses beginning in April at their Kingston location:

ASL 101 - beginning Tuesday, April 11th

ASL 102 - beginning Wednesday, April 12th

ASL 103 - beginning Thursday, April 13th

For more information on courses, costs, and to register, see the attached flyer and contact the Canadian Hearing Society.

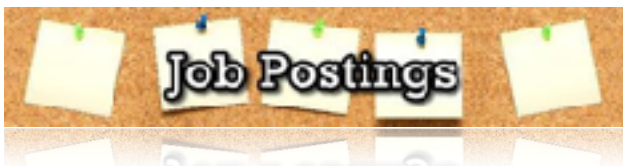
For information on eligibility for course cost reimbursement upon successful completion, please contact Jill Gardiner, Coordinator - Student Services, gardjill@alcdsb.on.ca.

CUPE Representation

We advise all members to exercise their right to union representation for any meetings with administration or Human Resources for any reason. If you are in a situation with your supervisor that is or has the potential to become disciplinary, it is in your best interests to stop the meeting immediately or postpone the meeting and ask for CUPE representation. Another

CUPE member in your school is NOT a CUPE representative. They can support you, however they do not have to the proper training to act as an official representative. A CUPE representative is your Steward, Chief Steward, VP or President.

If you have a Return to Work (RTW) meeting or Accommodation meeting scheduled and would like a union representative there with you or have a questions about these processes please call Liz James 613-885-5580. Liz is now doing all the RTW (WSIB, OTIP {LTD} and sick leave) and Accommodation meetings for CUPE.



THERE ARE CURRENTLY NO
POSTED POSITIONS.

ADDITIONAL FUNDS AND PROFESSIONAL DEVELOPMENT - EXTENSION

Thank you to everyone who took the time to fill out our surveys via Survey Monkey. Member opinion and feed back is very important to the Executive. We have compiled our list of ideas to present to the board this week. We will let you know as soon as there is a decision as to where the additional funding for staffing will go.