

# OUR LOCAL 1479 NEWS

Official Publication of CUPE Local 1479

## 1% Lump Sum

All CUPE 1479 should have received a one time lump sum payment on their Feb. 15, 2016 pay. This should reflect 1% of the 2015 T4. If you have any questions please feel free to contact a member of the Executive or payroll.

This is not a raise.

## Member Spotlight

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

[lizjamescupe1479@gmail.com](mailto: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.

## 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 so 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.

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

With Heartfelt  
*Sympathy*

### Mr. John Weeks

January 27, 2016

We regret to inform you of the passing of Mr. John Weeks, father to Brenda Semark, Secretary at Plant Operations West.

### Baldwin, Richard "Rick"

February 7, 2016

We are sorry to inform you of the passing of Mr. Richard Baldwin, brother of Kimm Joyce, ECE at St. John XXIII.

### Salmon, Roy Arthur "Bun"

January 26, 2016

We regret to inform you of the sudden passing of Roy Arthur "Bun" Salmon, father to Rhonda Storms, Youth Worker at Regiopolis Notre-Dame Catholic High School and grandfather to Jessica Salmon, Communications Officer at the Board office, on January 23, 2016.



# Communication

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

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



**No current job postings.**

## SUPL: Scheduled Unpaid Leave

There are no longer VLAP days. If you apply for an unpaid day on the request to be absent from they are only being granted for extreme situations, not to go on a vacation. The board feels that with Christmas and March Break there is ample time to travel. We are aware that the times we have to travel are during peak periods and due to EI restrictions we are not to leave the country. We will continue to talk to the board about this issue. 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. We have asked next year they not choose the last day of the year due to the placement meeting happening.



## 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.



## WSIB Forms

**Have you been injured while on the job? If so, there are some important things you need to know. A Violent Incident Form is separate from a WSIB form. If you are injured due to a violent incident please fill out the Form 6 for WSIB as well as the Violent Incident Report for board records.**

### **When should you file a WSIB claim?**

You should **file a claim** with the WSIB if:

- you were injured in an accident at work (for example, falling off a ladder, or sudden back pain after lifting or twisting)
- you develop medical problems that you think are caused by the type of work you do (for example, tendonitis or carpal tunnel syndrome caused by repetitive movements over time), or
- you develop a disease or medical problems that you think are caused by work exposure (for example, exposure to noise, chemicals, or dust)

### **What if the accident was my fault?**

# In Case of Injury at Work

**1**  
Get first aid immediately, if needed

**2**  
*Worker:*  
Tell your employer about the injury

*Employer:*  
Arrange and pay for transportation to get medical care, if needed

**3**  
*Employer:*  
Pay worker's wages for day of injury

**4**  
*Employer:*  
Report injury to WSIB within 3 days if it involves

- health care treatment, or
- time away from work, or
- lost wages

**WSIB** Workplace Safety & Insurance Board  
**CSPAAT** Commission de la sécurité professionnelle et de l'assurance contre les accidents du travail

Questions? Call 1-800-465-5606

[www.wsib.on.ca](http://www.wsib.on.ca)

Workplace insurance is a no-fault system. This means that you do not need to show that the accident was your employer's fault to get benefits. Even if you or your employer think that the accident at work was your fault, you are still entitled to benefits and services from the WSIB in almost all cases.

## How long can I wait before filing a WSIB claim?

In order to receive WSIB benefits, you must file a claim as soon as possible, and no later than six months from the date of your accident. If you

have an occupational disease, the six months runs from the date you discover you have the disease and that it is work-related. If you have

a disablement (a condition that emerges gradually over time, such as carpal tunnel syndrome), the six months runs from the date you report the disablement as work-related. You can report this to your employer, your doctor (or other health professional), or the WSIB.

## **WSIB - What should I do first?**

If you suffer a **workplace accident or illness**, you should:

- Tell your employer about your accident or occupational disease. If you need more than first aid, your employer should send a report of your accident or disease (Form 7) to the WSIB within three days.
- Get medical attention right away (for example, first aid, hospital emergency, family doctor).
- Tell the person treating you to send a Health Professional's Report (Form 8) to the WSIB.
- Report the accident to your union or your health and safety representative, if you have one.

## **How do I file a WSIB claim?**

To apply for WSIB benefits you should complete and sign the Worker's Report of Injury/Disease (Form 6). You can get this **form** on the WSIB website or you can phone the WSIB toll-free at 1-800-387-0750.

In order to receive WSIB benefits, you must agree to allow your doctor (or other treating health professional) to release information about your "functional abilities" to your employer. Functional abilities information describes what you can and cannot do at work because of your work-related injury. Functional abilities information does not include details about your medical condition. By signing a Form 6, you allow your doctor to complete the functional abilities form and provide a copy of the completed form to you, your employer, and the WSIB.

Generally, the WSIB will pay no more than two weeks of benefits to a worker who has not signed a Form 6.

When you are completing a Form 6, you need to provide the WSIB with detailed information about your accident. You must provide your employer with a copy of the completed Form 6.

### **What is e-filing?**

If your employer filed an Employer's Report of Injury/Disease (Form 7) and the WSIB has assigned a claim number to your accident, the WSIB will send you a letter asking you to file a Form 6. You may complete and file an **electronic Form 6** (eForm 6) on the WSIB website. You must print the electronic Form 6 before filing it as you are required to give a copy to your employer.

Your employer must provide you with a copy of the Form 7 that they sent to the WSIB.

### **What happens after I file a Form 6?**

You should receive a letter from the WSIB providing you with a claim number. A claim number does not mean that your claim has been approved. It only means that the WSIB knows about your claim and has started a file. You should refer to the claim number every time you contact the WSIB about your claim.

If you do not receive a claim number, it may mean that the WSIB does not know about your claim. You should contact the WSIB right away to check. The WSIB will tell you how to establish a claim if you do not have a claim number.

### **What if my benefits are delayed?**

You could experience a delay in benefits if the WSIB has not received all the information required to make a decision. (For example, your doctor's report or employer's report may be missing.) A delay could also mean that the WSIB is still in the process of reviewing your claim and that a decision has not been made. If you do not receive a letter of explanation within a few weeks, call the WSIB and ask about the delay.

<http://www.owa.gov.on.ca/en/filingclaim/Pages/How-to-File-a-WSIB-Claim.aspx>



## 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 most involved in dealing with the incident should complete the form.

### What happens to these forms?

The form is given to the Supervisor, who will give 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.

## **New Committees Elected**

### **Joint Job Evaluation Committee**

(3 members and 2 alternates)

1. Jen Connor

2. Andrew Eves

3. Sharon Wilson

Alternates: Paul O'Connor and Shannon Guay

### **Merging of Unit 1 and 2 Committee**

(4 members)

1. Michele Dean

2. Jody Uddenberg

3. Liz James

4. Marrienne Merrithew

### **Supervision of Students**

(4 members, one from each group doing supervision)

1. Dianne Noack

2. Charlene Newbery

3. Andrea Cassidy

4. Unfilled (will be filled at March 5th meeting)

## Support for other locals without contracts

We settled our contract locally and provincially on December 4, 2015. Other CUPE locals in are area are not as fortunate. CUPE 1480, Limestone District School Board, is close, but are still holding strong on a few items. CUPE Local 1022, Hastings and Prince Edward District School Board, is experiencing a difficult round of bargaining with their employer. We may be calling on members from our local to support our area locals who have not yet signed a deal.

We all need to stick together!



## OSBCC Conference

Members of the Negotiation Committee attended the 2016 OSBCC Conference “Moving Forward”, in Richmond Hill from February 9-12. This conference was full of information, guest speakers and break out sessions. Below is a more detailed list of agenda items:

- Report from the Chair, Terri Preston
- Updates and Highlights by Jim Morrison and Candace Rennick
- Coordinated language gains by Fred Hahn



- Classification Meetings:  
The following people were elected to Classification Reference Groups:  
**Jennifer Connor-Para Professionals, Shannon Guay- Secretary/Clerical, Michele Dean- Instructors & Liz James-Library Workers.**



- Presentation on Bill 132
- Injured Worker Report
- Health & Safety Report
- Election of Chair- Health & Safety, Injured Worker and Alternates
- Benefits Trust Discussion
- Area Meetings Elections – Area Representatives **Liz James Alternate**
- Address by Marl Hancock, National President
- Financial Report by Charles Fleury, National Secretary Treasurer
- Report Back from classification meetings and area meetings
- Swearing in of newly elected committee
- Bylaw Amendments



# CUPE Ontario president to Wynne government: Reverse course, make people your priority in upcoming provincial budget

Feb 2, 2016

**TORONTO, ON** – Six years of Liberal austerity budgets have failed the people of Ontario but have profited already wealthy corporations, CUPE Ontario President Fred Hahn told a pre-budget committee hearing at Queen’s Park today.



“We’ve seen years of cuts to public services to pay for corporate tax cuts from the Liberal government,” said Hahn. “They’ve given billions to corporations through P3s for projects that would have been cheaper if done by the public sector.

“Despite massive public opposition, they’re selling one of our most valuable public assets, Hydro One, to bolster the stock market’s bottom line. And for what? It hasn’t helped the many Ontarians who have seen their wages frozen, their purchasing power decline and their jobs become precarious.”

Between 2003 and 2013, average after-tax incomes for workers in Ontario rose by only 0.4%. In some regions of the province, more than 50% of jobs are now considered precarious.

While corporate tax rates are at historic low levels, it is estimated that \$700 billion in Canadian corporate returns are not being reinvested in the economy. Recent research indicates not only that corporate tax cuts do not lead to economic gains, but that raising corporate taxes may actually increase investment.

“It’s time the Wynne government’s budget prioritized people, not corporation,” said Hahn. “It’s pretty clear the corporations aren’t

prioritizing us. With the global economy once again in turmoil, the last thing Ontario needs is further austerity measures by this government. Our province is already shamefully spending less, per capita, on public services than any other province, and that hurts our economy.”

As a result of previous Liberal austerity budgets, public sector cuts are impacting communities across Ontario. Hundreds of health care positions have been eliminated, leading to service cuts at community hospitals across the province. Wait lists for services like child care, long-term care and social services are growing, while tuition fees have increased by 360% since 2006. Failure to invest in key areas, like public transit and public school maintenance, is causing issues across Ontario.

“It is time for the government to answer the question: whose side are you on? Are you going to continue to govern for the benefit of corporations, or are you going to govern to benefit the people of the province, our communities, our future?” Hahn asked.

**CUPE Ontario’s submission report** includes four key recommendations:

- Increase revenues, notably through returning corporate tax rates to 2010 levels
- End all forms of privatization, including the reckless sell-off of Hydro One
- Invest in public services to spark economic growth and improve workers’ lives
- Budget for wage improvements for workers in Ontario, including real measures to close the gender wage gap

The union’s submission includes detailed recommendations, including ways to generate \$14 -15 billion in revenue annually and stimulate economic recovery through investments in the public sector.

“Even with cuts, recent studies have demonstrated Ontario families receive public service benefits worth on average \$41,000 a year. It makes sense to restore corporate revenues and invest in public services that grow the economy and deliver real benefits to Ontarians and our communities,” said Hahn.

CUPE is Ontario’s community union, with more than 250,000 members providing quality public services we all rely on, in every part of the province, every day. CUPE Ontario members are proud to work in social services, health care, municipalities, school boards, universities and airlines.

**For more information:**

Mary Unan (647) 390-9839

# VIA Rail

The School Board has entered into a new agreement with VIA Rail. We are currently being offered a 15% discount on all fares for yourself, and three other guests. These rates apply to all business or personal use travel.



To book tickets on-line visit “[www.viarail.ca](http://www.viarail.ca)” and quote the discount code “811111”. Be sure to have following identification available when booking your tickets or picking up your boarding pass;

-Proof that you are an employee of Algonquin Lakeshore Catholic School Board, eg. pay stub, business card, health card, and photo ID such as Driver’s License.

(Please note that you must have all three items, discount code, proof of employment and photo ID.)

We encourage you to take advantage of these new rates when travelling VIA Rail. If this program is used and becomes successful, there will be a greater discount in the following year.

If you should have any other questions, please do not hesitate to call me at 613 354 2255 ext. 430. c.c.: Erica Pennel

