

OUR LOCAL 1479 NEWS

Official Publication of CUPE Local 1479

New Contract

Both the local and central tentative agreements have been ratified. The new agreement came into effect in December and is now in effect. There are a few important changes that we would like to address. Some of them are the Sick Leave Plan, Sulp, Benefits, Illness of a Critically Ill Family Member or Child and a few other items that will be addressed in this newsletter.

EI

If you had a higher than usual EI payment over the Christmas holidays you may be receiving an overpayment notice from EI. The Jan 1 stat holiday was not on the ROE that the board sent because it didn't fall into the pay period. We have talked to HR about it.

[httpsca.images.search.ya](https://ca.images.search.ya)



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 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.

Lump Sum Payment

We are expecting to get the 1% lump sum payment on the February 15th pay. The 1% will be calculated using the 2014/2015 T4.

With Heartfelt
Sympathy

Gina De Cesare
December 02,
2015

We regret to
inform you of

the passing of Mrs. Gina De Cesare, mother of Anna Patrick, Secretary at Sacred Heart Catholic School, Marmora and grandmother of Dianna Patrick, Itinerant Arts Teacher at Georges Vanier.

Diane LaPlante-Dobbs December 03, 2015

We regret to inform you of the passing of Diane LaPlante-Dobbs, Financial Services Department, Board office, sister to Robert LaPlante, Maintenance East, Aunt to Bobbi-Jo LaPlante, teacher at St. Theresa and Jamie LaPlante, Occasional Teacher at Sacred Heart (Batawa). Diane passed away on Wednesday December 2, 2015.

Neil Oosterman December 18, 2015

It is with sadness to inform you of the passing of Mr. Neil Oosterman, father-in-law of Mary Ann Oosterman of the Learning Technologies Services department, on

December 18, 2015. Family will receive friends on Monday, December 21 - 2-4pm and at 7-9pm at Gordon F. Tompkins Funeral Home, 435 Davis Drive, Kingston.

Mr. Maurice LaCHAPPELLE January 04, 2016

It is with sadness to inform you of the passing of Mr. Maurice LaCHAPPELLE, father of Val Yeomans of the Payroll department and Brenda Ferguson, Educational Assistant at Holy Cross Catholic Secondary School, on December 30, 2015.



FRASER, Wyatt January 04, 2016

It is with sadness to inform you of the passing of Wyatt Fraser, son of Stacey Cayer, Educational Assistant at Georges Vanier Catholic School and Josh Fraser. Funeral Services for Wyatt will be held on Saturday, January 9th at St. Thomas Anglican Church in Belleville Ontario.

Granville, Helen January 07, 2016

We regret to inform you of the passing of Helen Granville, mother-in-law of Maggie Granville, Youth Worker, St. Theresa Catholic Secondary School.

Garnet Sands January 19, 2016

We regret to inform you of the passing of of Garnet Sands, father of Karen Lowe, secretary at Holy Cross Catholic Secondary School.

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.



**54-15-16-SSA - 1.0 FTE School Support Analyst
Internal Napanee
Closing 1/29/2016 4:00 PM**

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



CONGRATULATIONS ANDREA MILLER - awarded the Metal of Good Service from Scouts Canada!



Andrea has been a Scouter with 1st Napanee Valley since spring of 2013. She was the Akela for the Cub Pack for two and a half years and have graduated up to Scouts this year as a Troop Scouter. During that time she have worked as a team to ensure that Scouting is accessible for youth in her hometown, Napanee, ON. She helped enable the Cub Pack to travel to Owen Sound for a week long camp (Canadian Cub Jamboree); her cubs have spent the night at Old Fort Henry as soldiers and other great adventures.

This year with the Troop they've been working on providing opportunities for the youth to learn all the outdoor camping skills they need to encourage independence and survival skills in a camp or adventure setting. The Troop is working toward our July 2017 adventure camp in Nova Scotia (Canadian Jamboree 2017).

"Volunteering as a Scouter has been both a challenge and a blessing." Andrea said. "In order to meet the Scouts Canada Quality Standards the youth need to be exposed to the opportunities of 12 nights of camp a year plus several other adventures and program goals. This requires a huge time commitment and a great sense of organization to enable the youth to plan and implement their adventures as this is a 'Youth Led' program. It's been a blessing because I have been able to enjoy all these adventures with my son, ensuring that he and his Scouting friends have the best possible Scouting experiences that we can offer." she continued.

Andrea Yours in Scouting, Service Awards, like the Metal of Good Service, are given to Scouters who exceed the requirements and expectations of their position or role and positively impact the youth and adult members of Scouting with whom they work. This is best done by:

- Providing safe and fun opportunities for youth to take part in new and challenging activities that engender a sense of belonging, self-worth and community, while exceeding minimum Program Standards;
- Contributing to the growth and development of other Scouters through mentoring and coaching, allowing them to become valuable contributors to Scouting;
- Instilling a desire to contribute to the community through service(s) that best exemplify Scouts Canada's Mission Statement and Promise.

If you are aware of anyone in our local that has had an award presented to them, earned educational standard or does something outstanding in their community please contact lizjamescupe1479@gmail.com

National Survey on Balancing Work, Family and Caregiving

Oct 27, 2015

To all CUPE members,

Are you a caregiver to an aging family member? Do you know any other CUPE members who provide care for a relative while holding down a job?

Caregiving is especially taxing when you are also engaged in paid employment. It becomes a balancing act that often results in higher levels of work-life conflict, as well as emotional and physical strain.

CUPE advocates for a healthy workplace and evidence based policies. These pieces all come together in the National Survey on Balancing Work, Family and Caregiving currently being undertaken on behalf of the Canadian Consortium on Neurodegeneration in Aging (CCNA) by Dr. Linda Duxbury, Professor at the Sprott School of Business at Carleton, University in Ottawa.

Dr. Duxbury is a Canadian expert in the field of work-life balance and we are pleased to be able to assist her with this research effort.

This is your opportunity to contribute to research that aims to increase awareness at both public policy and employer level of the challenges faced by employed caregivers.

We would encourage you to participate and share this survey with CUPE members in your local.

You can read more about the research project here.

As a person who is employed and with family caregiver responsibilities, your participation will help to provide much needed evidence on this developing topic. In addition, the researchers have agreed to share the key findings from our members with CUPE. Your



individual response will be kept in strict confidence. Only summary results will be published.

For more information please contact Margot Young at myoung@cupe.ca.

Survey <http://sprott.carleton.ca/2015-caregiver-study/>

SUPL: Scheduled Unpaid Leave

The board will designate two PA days per year, where staff who wish to, can take the day with out pay. This was something that was negotiated at the central table. There are no longer VLAP days. If you apply for an unpaid day on the request to be absent form 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 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.

WSIB

If you have become ill or were injured at work please contact your union immediately following the incident. We are here to help you through this process if you would like us to be. Dealing with WSIB can be a confusing, especially when you are not yourself. We have an information package for you as well, to help you through the process. We currently have no way of knowing if someone has started a WSIB claim, so please contact us if you need help.

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.



Nowhere to go for special needs kids; Safety issues create challenges for parents and school board

Windsor Star Sat Jan 16 2016

Byline: Dave Battagello

Source: The Windsor Star

Matthew Abramson arrives home mid-afternoon and goes through the house like a whirlwind - wanting something to eat, watching his favourite television show and seeking out his treasured items.

The energetic, autistic 14-year-old can't speak. He is constantly seeking attention and interaction from his parents, Mark and Stephanie. He tugs and taps on their arms while making sounds to communicate his desires.

This is a regular scene at the Abramson home, but for more than six weeks, Mark and Stephanie had little relief after Matthew, a Grade 9 student, was sent home from Holy Names Catholic High School in early December. His parents say they were told by school staff he could not return because he threw a mug and had too much physical contact with an educational assistant.

"There was an (educational assistant) who felt it was not a safe environment because of Matthew," Mark said.

The Abramsons' case illustrates the delicate balancing act school boards face in providing special needs students with a safe place to learn and staff a safe place to work with limited dollars. In an environment where new funding is hard to come by, it can be difficult to provide special needs students with all the support they require, said Michelle Helou, president of Autism Services Inc.

"There are supports in place, but do you have enough support, enough EAs, to understand and help these kids?" she said.

Until Thursday, Matthew had not been at school since Dec. 2. During that time, Mark and Stephanie could be away from home only for the few hours a day they could pay a respite worker to be with him.

They discussed the situation in person and on the phone with Holy Names and Windsor-Essex Catholic District School Board administrators. At the last meeting on Jan. 6, they were told the board had ordered special equipment, including arm protectors, so Matthew could return to school. He was overjoyed as he got on the school bus Thursday for the first time in more than six weeks, his parents said.

"Being at home, he is not getting any social interaction with any others," Mark said.

"He doesn't understand the situation and why he was not going back." While Matthew wasn't going to school, Stephanie limited her hours and worked more nights at her job as a nurse in Michigan.

The teen also missed much of October because of a similar incident. "I'm a nurse and patients can be aggressive or violent," Stephanie said. "I can't just say, 'I'm not going to take care of the patient.'"

"That's your job. I don't understand how a school can treat a child this way.

"But they have. To me, it's really sad."

A Windsor-Essex Catholic District School Board superintendent, who met with them about their son, would not talk about the specifics, but emphasized board and school staff do all they can to get students back in class.

The board is responsible for ensuring students don't injure themselves, fellow students or classroom staff.

"We take these situations very seriously," said Rosemary Lo Faso, who oversees special education for the Catholic board. "If there is a pattern or disruption where there is a safety risk, students do get sent home."

There are behaviour and safety plans in place for each special needs student, she said.

"There are a number of steps we take and sending someone home is always the last step," she said. "We want students to be in school. Their (education) program only works if they are there."

If a special needs student displays repetitive aggressive tendencies, the school first looks at changing the staff who work with a youngster or changing the classroom setting. "Sometimes figuring out the issues can take time," Lo Faso said. At-risk situations are reviewed and discussed at least once a week during meetings that can involve the school principal, behaviour specialists, psychologists, special education co-ordinators and board administration, Lo Faso said.

Children's Aid or other agencies might be involved.

The public might be surprised at the situations educational assistants working with special needs students are exposed to, said Darlene Sawchuk, president of CUPE Local 1358, which represents about 300 EAs with the Catholic board.

"They have a real passion for their work and genuine love and empathy for their students and families," she said of EAs, who earn about \$40,000 annually.

With school boards cutting costs, she said it can be hard to provide special needs students with all the supports they require.

Helou, of Autism Services Inc., has seen other cases of children being asked to leave or not return to school following an outburst.

"You end up with the union and board involved and it can be very frustrating for parents, especially those who work, when you are constantly being called by the school to come pick up your child," she said.

"There is only so long an employer will be understanding. It can be very stressful."

Parents must be made part of the meetings where solutions to issues are discussed, said Helou, who has an 18-year-old autistic son.

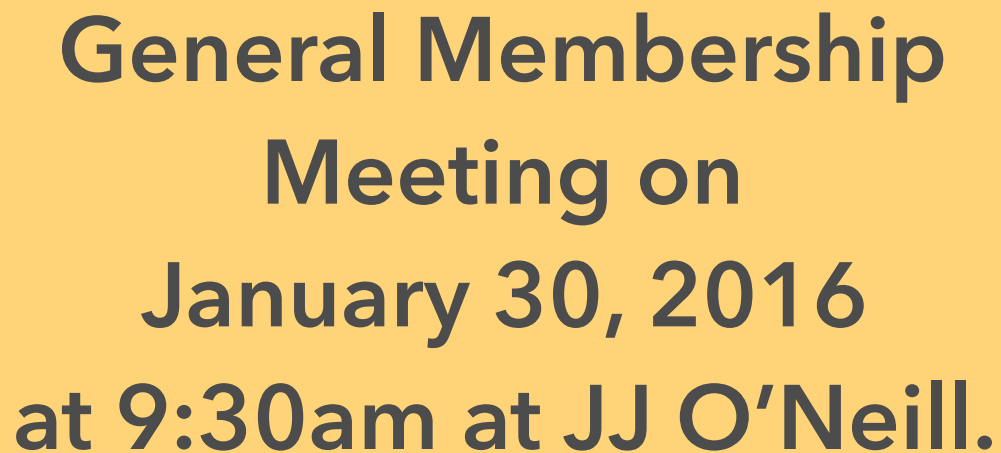
"Everybody has to work together as a team," she said.

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DaveBattagello



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 and you will be topped up for 8 weeks. You would also inform the board right away that you would be applying for this leave and be off.



**General Membership
Meeting on
January 30, 2016
at 9:30am at JJ O'Neill.**