

OUR LOCAL 1479 NEWS

Making Schools Work!



Culpable absence

Culpable absenteeism means "blameworthy" absenteeism, or absenteeism that was within the workers' ability to control. Examples of this could be things like taking time off to do personal errands, go shopping, gone on vacation, being late because you can't get up on time and things of that order. It can also mean falsifying sick claims or calling in sick when you're really...gone on vacation or otherwise not sick. If you are off on sick leave or any compassionate leave you are not allowed to go on a vacation. This is a terminable offence and if you are caught you will be disciplined. Abuse of the current sick leave and contract leave says will result in them being taken away in the next round of negotiations.

The Executive would like to take this time to with everyone a VERY Merry Christmas and Happy New Year!

Please take this time to relax and rejuvenate with family and friends.

God bless!

Job Evaluation Update:

The Job Evaluation committee was trained on November 7th. CUPE staff did the training for both the CUPE committee as well as the Management representatives. The jobs will be evaluated on a three year cycle, starting with new jobs that have never been evaluated, then jobs that have been given a new job descriptions, then go through the rest of the jobs placing them in priority. We are hoping for the process to begin upon return in January.

Next General Meeting

Our next general meeting will take place on
January 21, 2017 at 9:30 a.m.
at JJ O'Neill.

Election- Secretary/Clerical Steward East
See you all there.

An active union is a strong union!

CUPE Representation

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 CUPE representation. 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.

BARGAINING COMMITTEE ELECTIONS RESULTS

Some members of the Bargaining Committee will be attending an OSBCC Leadership meeting on January 7, 2017 in Toronto. Information will be given on the possible contract extension talks happening between CUPE and the government. This extension is supposed to be a part of the remedy for the Charter Challenge win. Information will be send out as soon as we have it.

Our current agreement expires August 31, 2017.

PRESIDENT - **KEVIN FRENCH**

UNIT 1

- 1 Custodial/Maintenance **ANDREW EVES**
- 1 Educational Assistant **CHARLENE NEWBERRY**
- 1 Youth Worker **JENNIFER CONNOR**
- 1 IT **PAUL O'CONNOR**
- 1 Office/Clerical **SHANNON GUAY**
- 1 Learning Resource Assistant **LIZ JAMES**

UNIT 2

3 representatives, at least one from DECE and Instructor
JODY UDDENBERG, MICHELE DEAN, JIM BEATTIE

Unpaid Labour

It recommended that all members of CUPE Local 1479 work their hours paid. I know it is hard not to stay later because we take pride in our jobs, but unless you are being paid or are given lieu time you really should try not to. This goes for staff meetings as well. You need to verify with your supervisor before you attend or stay late that you will be compensated, do not just assume that is it had been past practice. If we volunteer our time why would the government pay us?

Caretaker I (1.0 FTE)
[81-16-17-CT](#)
 External
 Amherstview
 1/5/2017 4:00 PM



Payroll Clerk (1.0 FTE)
[82-16-17-CL.PAY](#)
 Internal/External
 Board Wide
 1/5/2017 4:00 PM

Educational Assistant, Special Education (1.0 FTE LTO)
[83-16-17-EA.LTO](#)
 Internal/External
 Kingston
 1/5/2017 4:00 PM

A Publication of the Workers Health & Safety Centre – December 20, 2016

Stressful work factors driving cardiovascular disease epidemic

Precarious work is a significant contributor to cardiovascular disease (CVD), according to a recently published study.

“Neoliberal global economic policies and the rise of the new flexible labor market have caused an **increase in precarious employment** in advanced industrialized countries,” said Dr. Marnie Dobson, an assistant adjunct professor at the University of California, Irvine Center for Occupational and Environmental Health and co-author of the study *Globalization, Work, and Cardiovascular Disease*.

This precarity, she explains, “includes increased job insecurity and increased exposure to psychosocial work stressors, such as higher workloads, lower job control and lower work-related social support. These **work stressors in turn contribute to CVD risk** factors such as obesity, diabetes and high blood pressure.”

Cardiovascular disease, including heart disease and stroke, is responsible for about 30 per cent of all deaths worldwide. Here in Canada, approximately **one in four deaths are the result of CVD**.

The authors of this study question the medical explanation for this CVD epidemic which generally holds individuals ultimately responsible for their health in terms of their individual vulnerability (i.e., family history and genetics) and unhealthy behaviours. This “medical model”, they write, mostly **ignores or minimizes the importance of social (“upstream”) causes of disease**, such as socioeconomic status and the conditions of work.

They offer instead a theoretical model illustrating how economic globalization affects the job market and work organization that is leading to an increase in **stressful employment factors** in “high-income countries”. In addition to the precarious work factors mentioned above, the lack of control over work-life balance, long work hours and rise of technology forcing workers to stay “connected” at all hours are also cited as further stressors adding to CVD risk.

In conclusion, the researchers offer a range of workplace and policy actions aimed at prevention, including:

- Implementing national surveillance of occupations, industries, and workplaces to identify elevated levels of hazardous work characteristics;
- Passing laws or rules to limit work stressors;
- Creating upper limits on weekly and yearly hours to reduce CVD risk;
- Mandating vacation time (to facilitate recovery);
- Creating a “living wage” so that workers are not forced to work excessive hours/jobs to make ends meet; and
- Passing legislation that increases the economic security of precarious workers.

Equally important, the researchers recognize “Working people are usually the most knowledgeable about the existence of unhealthy working conditions. Thus, **participation of workers** in all aspects of research and in designing and implementing organizational change is crucial to the conduct of feasible and successful intervention programs.”

Have you or a member of your immediate family had an unfortunate encounter with cancer? If you pay into LTD and have check this program out.

There are lots of reasons you can trust FeelingBetterNow®.

FeelingBetterNow® is evidence based and was developed by a team of the foremost mental health care professionals. All your information is kept totally secure and you remain anonymous at all times. See how other users have benefited from FeelingBetterNow®.

Welcome to FeelingBetterNow® the award-winning tool for connecting mental health problems to custom solutions.

Publication of the Workers Health & Safety Centre – December 19, 2016

Canadian government announces asbestos ban

The federal government has announced a plan to ban asbestos to be fully in effect by 2018 when regulations will be in place.

The [asbestos ban announced December 15](#) by federal Minister of Science, Hon. Kirsty Duncan, comes after mounting pressure from labour, health, environmental and community groups and from affected workers and their families. Several private members bills, including from the government's own benches, stepped up pressure.

Two days later the government published in the [Canada Gazette notice to develop regulations respecting asbestos](#). The government will gather information from manufacturers, importers, exporters and users of asbestos and asbestos-containing products prior to issuing a proposed regulation. Stakeholders and others must **provide comments to the government by January 18, 2017**.

Asbestos is regulated by both federal and provincial laws. The federal government has committed to creating new or amending several existing laws governing asbestos. The government has stated it intends to fulfil this commitment by 2018. It is not known for instance if businesses with inventories of products containing asbestos will be able to sell those between now and 2018. Canadian imports of asbestos-containing products, including cement pipes and brake pads, grew from \$4.7 million in 2011 to \$8.2 million in 2015.

Key aspects of the proposed federal asbestos ban include:

- creating new regulations to ban the manufacture, use, import and export of asbestos under the *Canadian Environmental Protection Act*;
- establishing new federal workplace health and safety rules to reduce the risk of people coming into contact with asbestos on the job
- expanding the current online list of asbestos-containing buildings owned or leased by the Government of Canada
- working with the provinces and territories to change national, provincial and territorial building codes to prohibit the use of asbestos in new construction and renovation projects across Canada
- updating the government's position on listing asbestos as a hazardous material before next year's meeting of parties to the Rotterdam Convention, an international treaty involving more than 150 countries that support listing asbestos as a hazard; and
- raising awareness of the health impacts of asbestos.

In April the federal government established the [National Asbestos Inventory](#). It currently lists 2,184 properties owned or leased by Public Services and Procurement Canada, 714 of which contain asbestos. More than half are located in Ontario. Each building is required to have an **asbestos management plan**.

Canadian Labour Congress president Hassan Yussuff in acknowledging the ban said it was, "the result of years of advocacy and hard work by people dedicated to safer,

healthier workplaces.” Still he added, much work remains. “Because these diseases have a long latency period, the danger is not over, but this is the beginning of the end. Now we need the provinces and territories to show the same leadership that the federal government has shown and move quickly to take stock of where asbestos is, harmonize regulation around disposal and remediation, and ensure a comprehensive health response,” he added.

Asbestos is the leading cause of recognized work-related death in Canada. More than 150,000 Canadian workers continue to be exposed to asbestos in their workplaces — 50,000 in Ontario.

More than 2,000 Canadians die every year from mesothelioma and other asbestos-related diseases including workers but also family members exposed to the deadly fibre while laundering contaminated clothes or simply exchanging a hug.

The World Health Organization’s International Agency for Research on Cancer declared asbestos a human carcinogen in 1987. Some 125 million people worldwide are exposed to asbestos at the workplace. It’s also estimated that about half of the deaths from occupational cancer result from exposure to asbestos.

Canada joins 55 other countries that have already banned asbestos. Major nations yet to impose a ban include China, Russia, India and the United States.

Check out WHSC Asbestos: towards zero exposure fact sheet.

Our Lady of Fatima - Belleville

As most of the staff in the board is aware there has been ongoing construction installing a new ventilation system in the Our Lady of Fatima school site in Belleville.

As explained in the XCG Consultants report dated December 8, 2016 they found VOCs (Volatile organic compounds), including TCE (trichloroethylene). TCE is a toxic chemical that has been used for many years as a degreaser in industrial facilities.

The union has had two meetings with the board (one in June of 2016 and one December 2016) where they have produced data that supports the fact that there is no hazard in working on the OLF premises.

If you have worked at this school in the last 15 years you are encouraged to fill out a Form 3958A WSIB Exposure Incident Form. This is not mandatory, it just helps if there is ever any evidence in the future that exposure to these substances are hazardous. You can find the form under “Resources” on our CUPE 1479 webpage.

If you have any questions regarding this you can contact Kevin French, CUPE 1479 President or Sharon Wilson, Joint Health and Safety CUPE Representative and Worker Co-Chair.

Inclement Weather

Nobody likes driving in the winter, but we all have a job to do and students counting on us. Everyone in Unit 1 needs to make continuous attempts to make it into work in a case of bad weather, even on bus cancellation days. If you find that the roads are too dangerous you need to contact your supervisor right away and keep in contact with them every time you attempt. If you are unable to make it in you must fill out the Request to be Absent form and check the box for Inclement Weather and have your supervisor sign it. You should state that you made how many attempts you made.



Unit 2 does not have Inclement Weather language so board policy is to be followed.

Days off without pay

Please request any days off without pay BEFORE you book any vacations. The board is denying most days off even without 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.

Member Highlights

We would like to feature as many members as possible who have achieved something in the community or schooling, have a special talent or charitable organization or who goes above and beyond in the work place. We are often hearing of negative things but it would be wonderful to celebrate some positive things in our lives. 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 lizjamescupei1479@gmail.com

Compassionate Leave Requests

In our last meeting with HR Michelle Lamarche explained that the only days that will be approved under Compassionate Leave are those unexpected situations that *only* the member can deal with. Please give as much detail as possible without getting too personal. When it comes to destination weddings for family and friends you will only be given a day of travel each way and one day for event.

The danger of private funding of schools; The scoop on school closings, Nov. 22

Toronto Star
Sun Nov 27 2016

The scoop on school closings, Nov. 22

Chapman's Ice Cream of Markdale, Ont., does seem to be an exemplary company. When its factory was destroyed by fire in 2009, it had insurance that covered the pay of salaried employees for a year and hourly employees for four months.

Not only did the company rebuild from the fire, it has since grown to become one of the largest suppliers of ice cream in the country.

Now it wants to buy and renovate the local school, renting it back to the school board so it can stay open. Sounds terrific!

But once we have companies and philanthropists voluntarily funding our schools, it opens the door to the end of public education.

We already see the problems with that, with schools in wealthy neighbourhoods enhanced by costly improvements, while those in poorer communities make do with what the government provides.

Public education should remain that, funded by our taxes, so that students of all sorts are welcome and given equal resources.

The way to fix the funding problem is to fix the tax problem - those people and companies who have money to spare should be paying their rightful share.

Elizabeth (Beth) Guthrie, Toronto

Ontario's Well-Being Strategy

Ontario's Ministry of Education has been holding regional strategy sessions to discuss the well-being of students in our schools.

CUPE was invited to send 4 members to each of the regional sessions. Jen Connor attended the session for our region. This meeting took place in Ottawa and encompassed Ministry Staff, Management, Directors of Education, Students, Teachers, Community Partners and 4 CUPE Members.

In small groups, we discussed and completed guided activities centering around what well-being looks like, what conditions and supports are required to create positive learning environments and what indicators will determine success.

This was an important meeting for CUPE to be invited to. As frontline workers, we are often the first to witness that a student is in distress. Our feedback to the Ministry is important to effectively plan for Well-Being strategies for our school communities and to help be the voice of our most vulnerable



Left to right: Kerri Web, Jennifer Connor, Liz Harrison and Sue Hanson.

