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# OUR LOCAL 1479 NEWS

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## Making Schools Work!

### Job Evaluation Update:

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The job evaluation forms have now been gone over by management for the respective groups that were evaluated last year. The committee for CUPE and the board have met again to discuss a few remaining issues from last year's evaluations. We are expecting results to be out in the new year.

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

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The Executive would like to wish everyone a safe and Merry Christmas! Take time to relax and spend some time with family and friends.

# Next General Meeting

Our next general meeting will take place on  
January 27, 2018 at 9:30 a.m.

## ELECTIONS TOOK PLACE FOR THE FOLLOWING POSITIONS:

- President: Kevin French
- Vice President - East: Steve Caswell
- Vice President - West: Jennifer Connor
- Chief Steward Unit 1&2: Liz James
- Chief Steward Unit 3: Velma Storms
- Recording Secretary: Jody Uddenberg
- Treasurer: Marriane Merrithew
- Sergeant at Arms: Dianne Noack
- Steward- YW & LRA: Carrie Moncrief
- Steward- Office & Clerical & Tech East: Marriane Merrithew
- Steward- Office & Clerical & Tech West: Paul O'Connor
- Steward- Care Taking & Maintenance East
- Steward- Care Taking & Maintenance West: Justin Farrell
- Steward- Educational Assistant East: Sam Fowlow
- Steward- Educational Assistant West: Charlene Newberry
- Steward- Instructor: Michele Dean
- Steward - ECE: Katrina Neal
- Trustees Andrea Miller,
- Social Committee -Marriane Merrithew, East vacant
- 2 West- Sharon Wilson, Rachel Means
- Health & Safety - Kevin French, Lis James, Sharon Wilson and vacant
- Job Evaluation - Dianne Noack

*An active union is a strong union!*



**Merrithew, Glen**

December 11, 2017

It is with sadness we inform you of the passing of Mr. Glen Merrithew, Caretaker at Sacred Heart Catholic School, Wolfe Island and husband of Marrienne Merrithew,

Secretary - Plant Operations East, on December 9, 2017. A private service will be held by the family. Please keep the family and all who knew...



**Mr. Joe Payonk**

December 07, 2017

We are sorry to announce the passing of Mr. Joe Payonk of Medicine Hat, Alberta, father of Debbie Archambault, Educational Assistant at St. John XXIII. Arrangements at a later date. Please remember the Payonk and Archambault family and friends in your prayers.

**Mary Jean Donaldson**

November 24, 2017

We are sorry to inform your of the passing of Jean Donaldson, former employee of the Hastings-Prince Edward County Roman Catholic Separate School Board and the Algonquin and Lakeshore Catholic District School Board Jean worked in the Payroll Department for many years.

**Mrs. Ursula Thompson**

October 31, 2017

We are sorry to inform you of the passing of Mrs. Ursula Thompson, mother of Patricial Delaney, Educational Assistant at St. John XXIII Catholic School.

**Brodersen, Karl**

October 17, 2017

We are sorry to inform you of the passing of Mr. Karl Brodersen, father of Linda Brodersen, Finance Officer, Payroll/HR, Board office and grandfather of Heidi Shulist, Early Childhood Educator at J.J. O'Neill Catholic School.

December 29, 2017

## CUPE EDUCATION WORKERS' BENEFITS TRUST

**ONE PLAN**  
UNITED TO THE CORE

### Your questions, our answers

*From plan eligibility to benefits costs, here's what you need to know*

As we move toward our new transition date of March 1, 2018, we continue to provide regular updates to make sure you understand what's changing. This update addresses some frequently asked questions about the CUPE EWBT.

#### Q: Who's eligible for the CUPE EWBT?

**A:** The CUPE EWBT will provide benefits to eligible:

- members at work;
- members on approved leaves; and
- retirees.

Health and Dental coverage is available for members at work or on leave. Full Life insurance coverage is available only for members who are actively at work on the plan's effective date (March 1, 2018).

If you are on an approved leave and are on waiver of premium with your current carrier on that date, your Life insurance will remain with that carrier. Otherwise, you will have the opportunity to enrol for Life insurance coverage when you return to work.

#### Q: When can I enrol in the CUPE EWBT benefits plan?

**A:** Welcome kits will be mailed to eligible members starting on January 8, 2018, including details on how and when you can enrol. The enrolment period will run from February 5, 2018 to March 23, 2018. You *must* enrol by March 23, 2018 to be covered under the CUPE EWBT benefits plan.

#### Q: How much are my benefits costs?

**A:** The CUPE EWBT benefits plan was designed to ensure its long-term sustainability, so there is a premium share for members. The benefits costs you'll need to pay will depend on how many hours you've been regularly scheduled to work each week, and whether you select Health and/or Dental coverage.

#### ASK US: I'm a retiree...will I be eligible for benefits under the CUPE EWBT?

You must be a member of a Board retiree benefits plan by February 28, 2018 to be eligible for benefits under the CUPE EWBT retiree benefits plan. Not all Boards offer retiree benefits, so if you're considering retiring soon, please check with your Board to better understand your options.



**Scenario #1**

**You're scheduled to work 17.5 hours or more per week**

- Basic Life and Accident Insurance (AD&D) are included at no cost to you

*You will pay....*

- 4% of Health and/or Dental costs

**Scenario #2**

**You're scheduled to work from 10 to up to 17.5 hours per week**

*If you select Health and/or Dental coverage...*

- Basic Life and AD&D are included at no cost to you

*You will pay....*

- 50% of Health and/or Dental costs

*If you do NOT select Health and/or Dental coverage, you have the option of selecting Basic Life and AD&D, for which you will pay...*

- 50% of Basic Life and AD&D costs

**Scenario #3**

**You're scheduled to work 10 hours per week**

*If you select Health and/or Dental coverage...*

- Basic Life and AD&D are included at no cost to you

*You will pay....*

- 100% of Health and/or Dental costs

*If you do NOT select Health and/or Dental coverage, you have the option of selecting Basic Life and AD&D, for which you will pay...*

- 100% of Basic Life and AD&D costs

Any Supplemental or Optional coverage for Life insurance or AD&D - whether it's for you, your spouse or a child - is 100% member-paid.

**Q: What happens if I've been pre-approved under my current plan for certain medications or dental treatments that will continue past March 1, 2018?**

**A:** Great-West Life will honour any prescription drugs or dental treatment plans that have been pre-approved under your current plan by other insurance carriers. However, starting March 1, 2018, the CUPE EWBT plan provisions (i.e., co-insurance and maximums) will apply.

**Q: How will my current plan maximums integrate with the new plan maximums?**

**A:** Your current plan maximums will apply until February 28, 2018. On March 1, 2018, the maximums will reset based on the maximums in the CUPE EWBT benefits plan - except for orthodontics, which is a lifetime limit. Please note that, from March 1, 2018 to August 31, 2018, paramedical practitioner maximums will be pro-rated for the shorter plan year.

**Remember, you should still make and submit claims to your current Board benefits plan for expenses incurred up to February 28, 2018.**

And make sure to register for CUPE EWBT updates at [www.cupe-ewbt.ca/resources](http://www.cupe-ewbt.ca/resources) to stay in the know!

## Benefits Trust Update:

As you know, we will be rolling over to the new benefits plan as of March 1, 2018. The reason for using all the Manulife benefits before the transition is to keep costs down in the plan we will be managing ourselves, any costs will be associated with next years rates. The Manulife costs go to the board.

Trust newsletters were posted on the CUPE Education Workers' Benefit Trust's website yesterday.

We encourage local leaders and their members to register on the website in order to receive this information at the same time as it is released through the Trust.

The website address is: [www.cupe-ewbt.ca](http://www.cupe-ewbt.ca) **Regular updates will be provided directly to those who have registered on the site.**

## WSIB & Violent Incidents

Please make sure that your school is using the new form for reporting violent incidents. If you are injured at work during a violent incident you also need to be sure you fill out the WSIB short or long form from the ALCDSB as well as the Form 6 from WSIB.

**Nothing to do with your spare time over the holiday season?**

**Are you interested in upgrading or refreshing your skills? Check out [lynda.com](http://lynda.com),**

**free to all ALCDSB employees! The link is on the ALCDSB portal.**



**lynda.com**

## 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.

## CUPE Representation

We advise all members to exercise their right to union representation for any meetings with administration or Human Resources for any reason that could possibly be disciplinary. 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 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. If you need help with a WSIB claim or appeal please reach out!



# Three Year Job Evaluation Process

## YEAR 1 – 2016 - 2017 **\*\*Results expected in the new year\*\***

- |   |   |
|---|---|
| 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<br>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. **\*\*Starting in the new year\*\***

- |                                      |                                 |
|--------------------------------------|---------------------------------|
| 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                            |



## EI Information for Christmas Break 2017

Reference Code: 3511012017201712 (Code will be open from

ALCDSB will be issuing ROE's to all 10 month and casual staff. Please note ALCDSB submits ROEs electronically to Service Canada. You do not need to request a paper copy of your Record of Employment from your employer.

Please be reminded that all Stat Holidays and Floating Holidays must be reported for the December break.

Monday, December 25, 2017 (Christmas Day - stat holiday)  
 Tuesday, December 26, 2017 (Boxing Day - stat holiday)  
 Wednesday, December 27, 2017 (full day - floating holiday)  
 Thursday, December 28, 2017 (full day - floating holiday)  
 Friday, December 29, 2017 (full day - floating holiday)  
 Monday, January 1, 2018 (New Year's Day - stat holiday)

Service Canada can be reached at 1 800 206 - 7218, Monday to Friday from 8:30 am to 4:30 pm if customer service is required. When calling the Contact Centre, press "0" to speak to a representative.

### **Inclement Weather:**

**Unit 1:** In the event of inclement weather every employee is to make their very best effort to attend work, with the expectation that you will be present. If, for unforeseen circumstances, you are unsafe to get to work you must continue to try the roads and keep in contact with your principal through out the day.

**Unit 2:** In the event of inclement weather every employee is to make their very best effort to attend work, with the expectation that you will be present at your home school. If, for unforeseen circumstances, you are unsafe to get to your work site you must go to your closest school and continue to try the roads to your own school and keep in contact with your principal through out the day.





December 20, 2017

Dear Presidents and Members:

**Re: NO Tax and No Union Dues Deductions on Bill 115 Remedy Payment**

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The Government has now forwarded back to School Boards the list of individuals whom have entitlement for the Bill 115 Remedy settlement. In addition to the lists, School Boards have received a copy of Arbitrator Mitchnick's Arbitration Award as well as a Tax Opinion clarifying that our s. 2(d) Charter damage settlement are not subject to tax.

Both the Tax Opinion and the Arbitration Award clearly define the award as General Damages and that the payment to members should not be subject to withholding for income tax, EI or CPP by the School Boards. The payment is also not subject to CUPE Dues Deductions by local unions.

A total of 62 001 members have entitlement for year one remedy payments and 64 101 members have entitlement to year two remedy payments. The sum to be paid to each affected CUPE member is \$899.27 for both school years and \$449.65 for individuals affected in only one of the 2012-2013 or 2013-2014 school years. A total of 69 566 individuals will receive payment under the Bill 115 remedy settlement.

Happy Holidays

Terri Preston

Darcie McEathron

ms/cope491

**#98-17-18-LRA St. Mary Catholic School (Trenton) Non-Teaching External Job Posting 01/05/2018**

**#97-17-18-ELEM.SEC - 1.0 FTE Elementary School Secretary St. Patrick Catholic School (Harrowsmith) Non-Teaching External Job Posting 01/05/2018**

**#96-17-18-EA - Educational Assistant Contract Positions Board Wide Non-Teaching External Job Posting 01/16/2018**

**#95-17-18-CT - 0.125 FTE. Caretaker 1 Mother Teresa Catholic School Non-Teaching Permanent Job Posting - Internal/External Job Posting 01/10/2018**

**#94-17-18-CT - 1.0 FTE Caretaker III Sacred Heart Catholic School (Wolfe Island) Non-Teaching Permanent position - Internal Job Posting 01/10/2018**

**#93-17-18-CT.CAS - Casual Caretakers Board Wide Non-Teaching External 01/08/2018**

**#92-17-18-CT - 0.75 FTE Caretaker 1 and 0.25 FTE Caretaker 1 St. Michael Catholic School Non-Teaching Permanent - Internal Job Posting 01/08/2018**

**#91-17-18-CT - 1.0 FTE Caretaker II St. Michael Catholic School Non-Teaching Permanent - Internal Job Posting 01/08/2018**

