

# OUR LOCAL 1479 NEWS

## Making Schools Work!

### Job Evaluation Update:

Next year the jobs in year two will be undergoing the JE process.

If there are remaining questions, please contact a member of your JE Committee.

The members of your JE committee from are:

- Paul O'Connor,
- Sharon Wilson,
- Andrew Eves and
- Jennifer Connor

### Protected Position Information:

The board has the right, in the Collective Agreement, to protect up to 12 positions. These protected positions have nothing to do with seniority, and are up to the discretion of Student Services. The decision to protect a position is based on special skills and abilities required to work with specific students.

The Executive would like to announce the following people will be representing CUPE on the CUPE Sponsored team 20th Annual Director's Charity Golf Tournament

- Kevin French
- Steve Carr
- Aaron Kenny
- Rick Watt

Good Luck!!!



# **Next General Meeting**

## **September 22, 2018**

*Vote for Negotiation Committee representatives from the following positions:*

- **Custodian/Maintenance**
- **Secretary/Clerical**
- **IT**
- **DECE**
- **Instructor**
- **Educational Assistant**
- **Youth Worker**
- **Learning Resource Assistant**

**Vote for the Head Mobilizer**

Executive Meeting 9:00

General Membership Meeting 9:30

JJ O'Neill

## **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.

## **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.

## **IMPORTANT**

### **\*\*\*\*\*BARGAINING SURVEY\*\*\*\*\***

Please remember to fill out your bargaining surveys that were sent out. This is the information that the central bargaining committee uses for central bargaining.

The survey can be submitted electronically at <http://surveys.cupe.ca/index.php/344419?lang=en>.

**Surveys are due June 25th!!!!**

CUPE/OSBCU Bargaining Survey for School Board Workers: Central Collective Agreement negotiations, 2019



## 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 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. If you need help with a WSIB claim or appeal please reach out!

**Nothing to do in your spare time this summer? 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**



**lynda.com**

## **JOB EVALUATION SCHEDULE**

**YEAR 1 – 2016 - 2017 \*\*Results emailed\*\***

- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>1. Secretary - Learning Technology Services</li> <li>2. Learning Technology Technician</li> <li>3. Learning Technology Specialist</li> <li>4. Learning Technology Analyst<br/>Education</li> <li>5. Web/Software Support Specialist</li> <li>6. School Support Analyst</li> </ol> | <ol style="list-style-type: none"> <li>7. Application Specialist – Assistive Devices</li> <li>8. Itinerant Educational Assistant</li> <li>9. Educational Assistant – Speech</li> <li>10. Educational Assistant – Special</li> <li>11. Library Resource Assistant</li> <li>12. Youth Worker</li> </ol> |
|--|---|

**YEAR 2 – 2017-2018. \*\*This year\*\***

- |   |   |
|---|---|
| <ol style="list-style-type: none"> <li>1. Secretary – Elementary</li> <li>2. Secretary – Secondary</li> <li>3. Secretary – Plant</li> <li>4. Secretary – Learning Services</li> <li>5. Clerk/Receptionist – Board Office</li> </ol> | <ol style="list-style-type: none"> <li>6. Clerk/Receptionist – Loyola</li> <li>7. Head Secretary - Secondary</li> <li>8. Payroll &amp; Benefits Clerk</li> <li>9. Finance Clerk</li> <li>10. Budget &amp; Accounting Officer</li> </ol> |
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**Year 3 – 2018-2019**

- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>1. Caretaker I</li> <li>2. Caretaker II</li> <li>3. Caretaker III</li> <li>4. Caretaker IV</li> <li>5. Maintenance Person</li> <li>6. Maintenance Person Certified – Carpenter</li> </ol> | <ol style="list-style-type: none"> <li>7. Maintenance Person Certified – Painter</li> <li>8. Mechanical Systems Technician</li> <li>9. Certified Trades – Electrical</li> <li>10. Energy Systems Technologist</li> <li>11. ECE</li> <li>12. Instructor</li> </ol> |
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# Protect Your OMERS Pension

Posted: April 10, 2018/By: Dan Jones

I'm writing to update you on discussions on OMERS Pension Plan changes and their "Comprehensive Plan Review". The CUPE Ontario OMERS Reference Group has been working with plan members to defend OMERS pension benefits through this process. Today I'm writing to each Local with members in the OMERS Defined Benefit Pension Plan to ask you and your members to take several specific actions to support the campaign to preserve our members' hard-earned pension benefits in OMERS.

## **Background and Update**

This is the second year in a row where there has been a big push by some at OMERS to modify plan benefits. As detailed at our recent sector conferences, CUPE Ontario and allies were able to push back last year's plan, known as Modified Inflation Indexing (MI2) that would have seen the guarantee of 100% indexing taken out of the OMERS plan text.

Now OMERS is going through a "Comprehensive Plan Review" which is examining all plan benefits. While we still believe that guaranteed indexing remains the focus of those intent on modifying plan benefits, in a recent meeting with OMERS plan Sponsors, it became clear that all plan benefits, like survivor benefits, early retirement and even the base pension calculation, are being examined.

This is happening even though OMERS has recorded successive years of excellent investment returns and is well ahead of schedule with its plan to return to full funding after the 2008 financial crisis.

This is also happening fast, with those at OMERS who are leading this process planning to complete it in a few short months, with an eye to vote on plan changes by the end of June.

## **CUPE Ontario's Response**

CUPE Ontario and our representatives at OMERS have made it clear that our union doesn't support any modifications at OMERS that will reduce pension benefits like the guarantee of 100% indexing.

CUPE Ontario has been clear that there is no need to veer off the current plan that is working to return OMERS to fully funded status. Our members have joined us in sending this message, with more than 6,000 sending emails to OMERS through our "Take Action" webpage.

CUPE Ontario members attending the recent OMERS Spring Information Session made it clear they want to see pension benefits, like indexing, fully maintained. Members, in particular young workers, took to mics to demand OMERS pension benefits be preserved now and for our future members. We have also been clear that a Comprehensive Plan Review needs to be member-focussed. All pension plans face future challenges, but in considering how to deal with them, the impact on plan members' retirement income must be the primary focus.

### **How we need Locals to get involved**

More than 40% of OMERS plan members are members of CUPE in Ontario. As the union representing the largest number of plan members, we need to make sure OMERS hears directly from the full breadth of our membership. We are asking Locals to assist by taking the following actions.

- 1. Send a letter** directly, from your Local on your Local's letterhead, to the OMERS Sponsors' Corporation Board. They are the ones who will make the decision on any plan changes and they need to hear from you.

A template is available at the following [link](#) and should be modified to reflect the reality of your local's membership. We are asking that these letters be mailed as an official correspondence to the Board and that you also forward a copy to CUPE Ontario.

- 1. Share** our CUPE Ontario Protect Your OMERS Pension "Take Action" Webpage as a link on your Local's website and through your social media channels. Feel free to share widely with all OMERS members you know. <https://cupe.on.ca/omers-guaranteed-indexing/>







## **Long Term Disability Update**

We are very aware of the extreme increase in LTD premiums, they are going up too much due to the increased number of people on LTD. We spoke with the CUPE's top LTD specialist and Keren Higgins to discuss options to bring down the premiums. Options were presented at the June 9th meeting. The members voted on June 9th to keep the plan the way it is for now. CUPE is looking at a possible provincial plan for LTD. It should be ready to present to executives this fall.

Custodian/Maintenance staff must maintain LTD coverage. Before dropping out please contact your executive. We really want to make sure you are making an informed decision. Once you quit LTD you can't go back on without a major life event. Most people don't qualify after dropping it due to preexisting conditions.

## **Benefits & Life**

If you have any issues with coverage please let us know. You should fill out an appeal form.

Also, make sure you opted for the Supplementary Life Plan in LTD. Some people had issues where it wasn't offered and ended up taking the additional life insurance. If you are unsure if you chose supplemental life or additional life please contact OTIP.



Delegates attended the Ontario Division Conference In May. What a conference! Fred Hahn was voted back in as CUPE Ontario President and Candace Rennick for Secretary Treasurer. There was an Injured Worker Rally and raising of the Pride flag during lunch and another one at the Ministry of Labour for Be Bold. Be Brave. Be Strong. Amazing speakers addressed the delegates. Motions/resolutions were passed that effect us on the provincial and sector front. It was unfortunate to hear that most sectors have been experiencing cut backs and violence. Unfortunately with the new government the next round of negotiations will probably be a particularly brutal one.

The action plan was debated and passed. If you are interested in reading the action plan it can be found at <https://cupe.on.ca/wp-content/uploads/2018/05/2018-Draft-Action-Plan-English.pdf>. It is very interesting, check it out.

Mark Hancock, CUPE President and Charles Fleury, Secretary Treasurer were two of the CUPE people on hand to address the crowd. The finances are looking good and everyone applauded when strike pay from day one was talked about. Leader of the NDP, Jagmeet Singh also addressed the crowd and talked about the importance of choosing a new government who have “the people’s” best interests at heart.

