



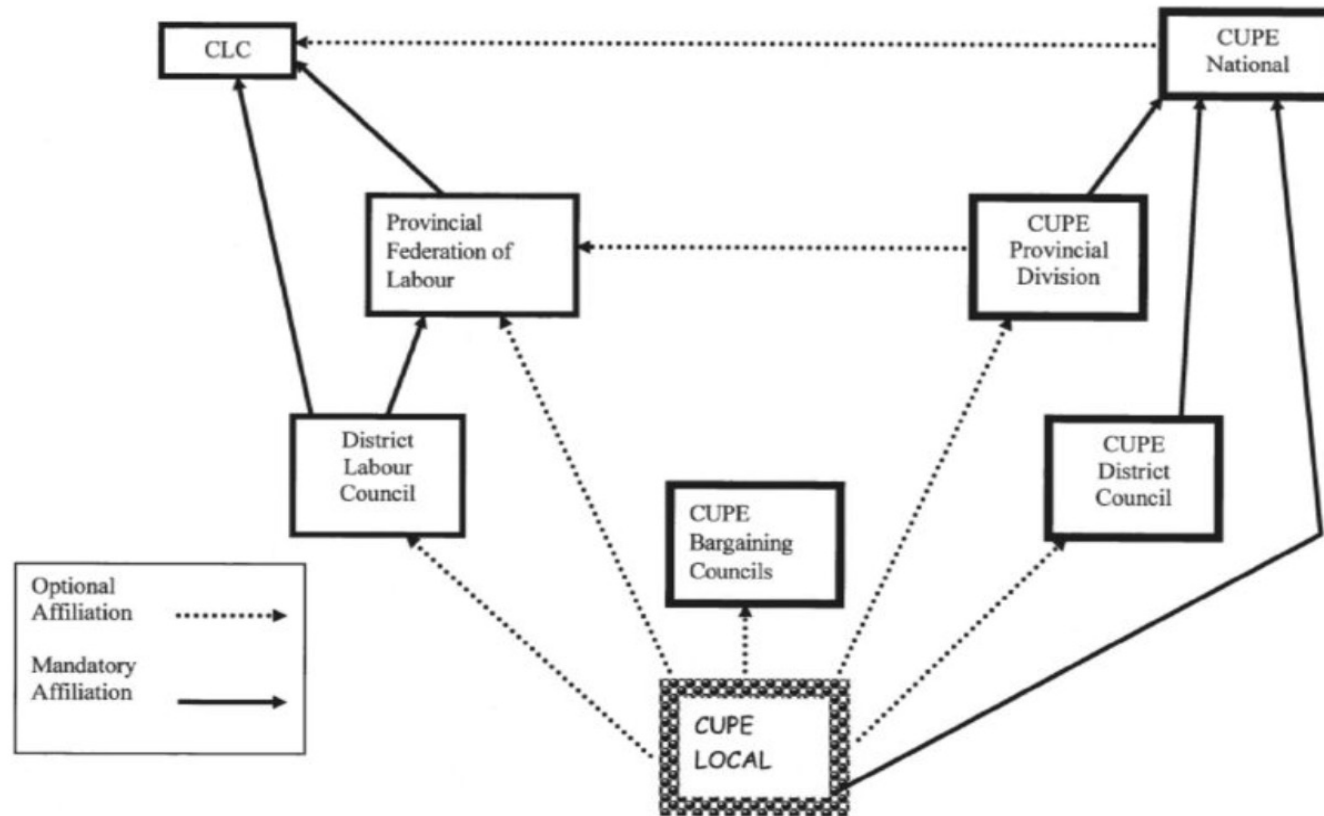
Welcome to CUPE Local 1479

REPRESENTING EDUCATION WORKERS AT THE ALGONQUIN AND LAKESHORE
CATHOLIC DISTRICT SCHOOL BOARD & TRI-BOARD TRANSPORTATION WORKERS

What is CUPE?

- ▶ CUPE (The Canadian Union of Public Employees) is Canada's largest union, with 700,000 members across the country. CUPE represents workers in health care, emergency services, education, early learning and childcare, municipalities, social services, libraries, utilities, transportation, airlines and more.
- ▶ We help our members provide the highest level of service by ensuring they are safe and healthy at work, and that they get fair pay and benefits for the services they provide.
- ▶ We also advocate for better public services, like improvements to public health care and to the Canada Pension Plan, that would improve our communities and the lives *all* Canadians.
- ▶ <https://cupe.ca/about-us> for more information

Our Local and the Labour Movement



Each application for membership in the Local shall be directed to the Secretary-Treasurer and shall be accompanied by an initiation fee of \$1.00, which shall be in addition to monthly fees, known as union dues.

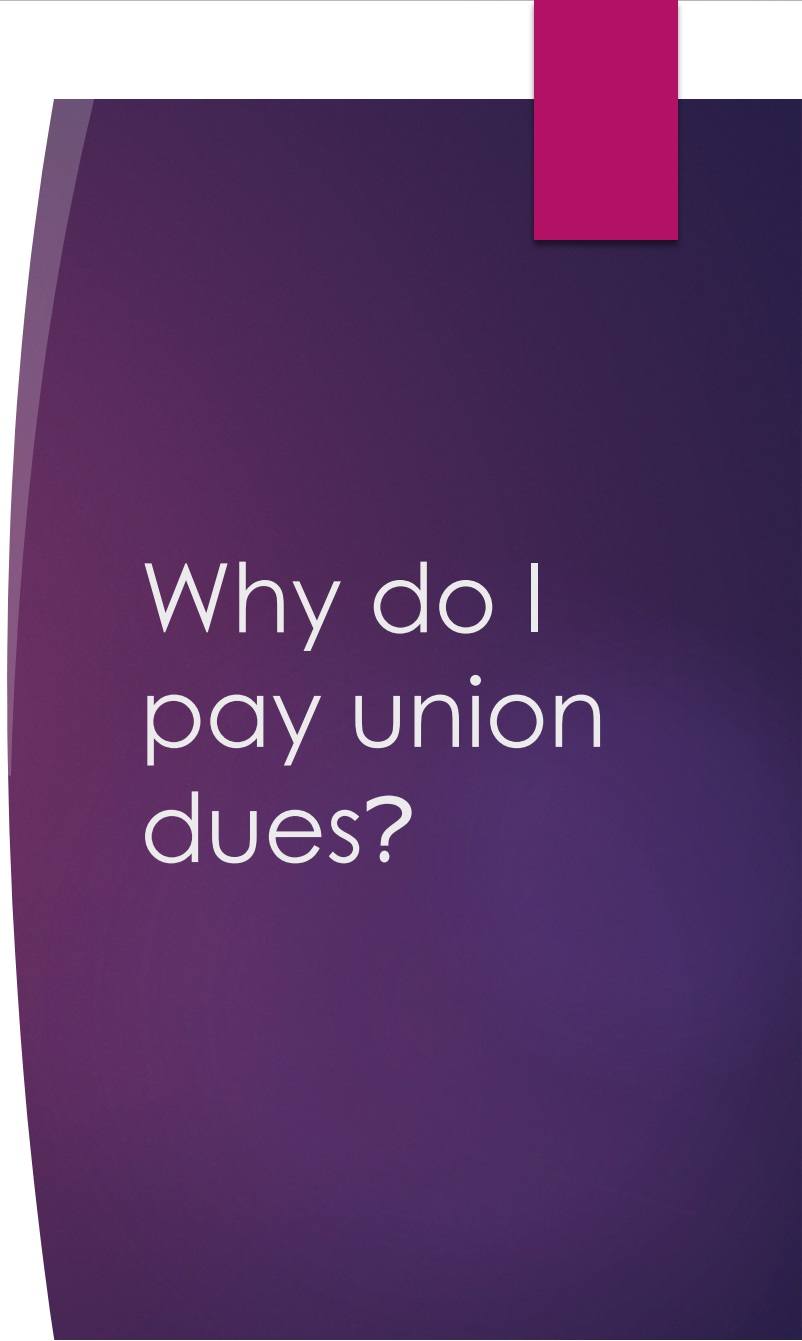
The Secretary-Treasurer shall issue a receipt. If the application is rejected, the fee shall be returned.

8.2 The re-admittance fee shall be \$1.00

8.3 The monthly dues shall be 1.80% of regular wages.

What are union dues?

Union dues are monthly contributions members make to the union based on their working status. By paying union dues, members pool their resources to ensure protection of the group as a whole and achieve fair wages and benefits, safe working conditions and representation.



Why do I
pay union
dues?

Units

CUPE Local 1479 is made up of three units. Each unit has their own Collective Agreement.

Unit 1

- Educational Assistants, Youth Workers, Secretary & Clerical, Custodial & Maintenance and IT

Unit 2

- Designated Early Childhood Educators, Instructors

Unit 3

- Triboard Transportation (Not employees of ALCDSB)

The OSBCU – Part A of the Collective Agreement

- ▶ The Ontario School Board Council of Unions is the central bargaining agent for all CUPE Education Workers in Ontario. This section of the collective agreement includes all financial components of the agreement, including sick leave and benefits. The team is made of members from across the province.
- ▶ All CUPE Education Workers in Ontario have a centrally negotiated Collective Agreement that is the same in every school board with CUPE members in Ontario. This is referred to as *Part A* of the collective agreement.
- ▶ The Ontario School Board Council of Unions (OSBCU) unites 55,000 CUPE education workers in the public, Catholic, English, and French school systems across the province.
- ▶ OSBCU allows education workers from across the province to share information and strategies for bargaining, engage in political action, lobby around common interests, and to discuss issues and policies of concern. We are the power of public education, committed to the protection and advancement of our services, our schools, our students, and our communities.
- ▶ <https://osbcu.ca/who-we-are/>

Local Bargaining – Part B

The back section of the collective agreement is known as *Part B*

This section is negotiated locally and directly with our employer, the Algonquin and Lakeshore Catholic District School Board.

It contains the articles that cover scope, seniority, promotions and transfers, local leaves, pay bands and wage grids.

You do not have a complete collective agreement until both sections are voted on and passed with the membership.

The current collective agreement for both Units 1 & 2 expire August 31, 2022

Benefits

- ▶ All Education Workers in Ontario have the same medical and dental plan. They are not administered through the board.
- ▶ <https://www.cupe-ewbt.ca/home>
- ▶ **Canada Life**
1-866-800-8058
[Request for service in other languages](#)
[GroupNet for Plan Members](#)
- ▶ For questions on eligibility or evidence of insurability:OTIP (plan administrator)
1-866-783-6847 (8 a.m. to 7 p.m. Monday – Friday)
CupeBenefits@otip.comFor questions on accidental death and dismemberment
- ▶ **(AD&D):Chubb** (AD&D insurer)
1-877-772-7797For questions on CUPE-EWBT operations, please contact:CUPE Education Workers' Benefits Trust. info@cupe-ewbt.ca

Where can I find out information about our Local?

- ▶ **Website** 1479.CUPE.ca
- ▶ **Email blasts:** to receive all important updates and information please email president@cupe1479.com and ask to be added to the email list.
- ▶ **CUPE Bulletin Boards-** Each school and work location should have a CUPE Bulletin Board. It will contain site representative information and contact information for Executive and Stewards, General Membership Meeting information and more!
- ▶ **Come to a union meeting!**-Union meetings happen 5-6 times a year and are a great place to get information and ask questions.
- ▶ **Sign a membership card** to be a member in good standing!

When do I call my representative?

- ▶ If you have questions about your collective agreement.
- ▶ If you feel the collective agreement has been violated.
- ▶ If you have brought a concern to your supervisor/principal and feel that it has not been resolved.
- ▶ If you feel you have a health and safety concern that has not been resolved.
- ▶ If you are having a Return to Work meeting through Ability and Wellness.
- ▶ If you have been injured at work (no matter how severe).
- ▶ If you think our employer has discriminated against you, treated you unfairly, or harassed you because of your race, color, ethnicity or national origin, religion, sex, pregnancy, disability, age, or genetic information.
- ▶ If you are called into a discipline meeting with your supervisor/principal contact your union representative immediately.

Who to
contact if you
have
questions or
concerns

- ▶ Your first point of contact is your Steward.
 - ▶ Rhonda Storms (YW, LRA) ywlra@cupe1479.com
 - ▶ Lori Coulter (Office, Clerical, Technical) itsecretary@cupe1479.com
 - ▶ Justin Farrell (Caretaking, Maintenance) custodian@cupe1479.com
 - ▶ Charlene Newberry (EA) ea@cupe1479.com
 - ▶ Dianne Noack (DECE Steward) dece@cupe1479.com
 - ▶ Michele Dean (Instructors) instructor@cupe1479.com

Executive Board

- ▶ *President* Liz James president@cupe1479.com
[613-885-5580](tel:6138855580)
- ▶ *Vice-President West* (Belleville, Picton, Trenton, Bancroft):
Jennifer Connor vpwest@cupe1479.com
[613-827-5922](tel:6138275922)
- ▶ *Vice President East* (Napanee, Kingston, Wolf Island)
: Steve Caswell vp east@cupe1479.com
[613-876-3645](tel:6138763645)
- ▶ *Chief Steward*: chiefsteward@cupe1479.com
- ▶ *Treasurer*: Marianne Merrithew treasurer@cupe1479.com
- ▶ *Recording Secretary*:
Carrie Moncrief secretary@cupe1479.com [613-885-7306](tel:6138857306)

How can I get involved?

1. Attend a union meeting
2. Volunteer to help with Local Union Events
3. Sign up for communications by email president@cupe1479.com. We only communicate with members through personal email, not employer owned email.
4. Read your collective agreement
5. Look at your workplace CUPE Bulletin Board
6. Find out who your site representative is, your workplace Health and Safety representative, your union Steward and Local Executive
7. Carry your signed union card
8. Follow our CUPE 1479 Facebook page, Area 5 OSBCU Facebook page, CUPE 1479 website, CUPE 1479 Twitter account
9. Join a committee
10. Know your rights under the Occupational Health and Safety Act



Any
questions?