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|  | ***Local 3396*** |

 *Hamilton Wentworth Catholic District School Board Education Support Workers*

**Contact Us At:**

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**Visit Our Web page at:**

[**www.3396.cupe.ca**](http://www.3396.cupe.ca)

**Facebook us: CUPE 3396 or send us a tweet @cupe3396. Follow the links on our website.**

**Winter 2014**

**SITE VISITS**

**All sites have received a schedule with their date. Visits are scheduled between 10:45 am and 1:30 pm in order to give everyone time during breaks or lunch.**

**MEMBERSHIP MEETINGS**

*September 18th, 5:00 p.m.*

***Next Mtg. -* February ~~5th~~, 12th 5:00 p.m.**

April 2nd, 5 p.m.

June 11th, 5:00 p.m.

Regular meetings are held at

1130 Barton St. East, Hamilton

**Please note:**

**Meetings now begin at 5:00 p.m.**

**Reminder**

Membership Meeting – Date Change to Wednesday, **Feb 12th**

inclement weather? sick leave? upr? funeral day?

Members continue to have questions about the sick leave plan, urgent personal days, medical appointments, snow days, funeral days, etc. Here’s a brief explanation of what each CUPE employee has access to:

* Eleven (11) days sick leave for personal illness for the current school year, paid at 100%.
* From Day Twelve (12), an absence for personal illness falls into the category of the “short term leave.”  Payment drops to 90% for up to one hundred twenty (120) days, with medical substantiation of illness.
* For those who had not used all eleven (11) days from last year (2013-2013), a carry-over to top up 90% to 100%.  [For instance, two (2) days left from last year would top up 20 days to 100% this year.]

In addition, five (5) more days are available for the following use:

* A maximum of two (2) days for urgent personal reasons which must be pre-approved.  Check the CUPE calendar, page 1 for further information on requesting access for approval.
* Up to three (3) days to attend personal medical/dental appointments and/or pre-approved compassionate care.  Arrangements for compassionate care access must be made through Human Resources.

NOTE: Once the five (5) days are used, further absences *may* be considered and approved as *unpaid leave*.

Personal inclement weather days, when the Board keeps schools open but individuals decide it is not safe to travel, are deducted from the eleven (11) days sick leave allocation.  If the Board closes all schools and offices no deductions are made because there was no option of working.

Bereavement days do not come under any of these categories; they are covered in Article 15 of the collective agreement and are dependent on relationship to the deceased.  The board approves them and reserves the right to ask for proof in form of verification if they so desire.

Provincial Bargaining

Recently CUPE issued a press release on *Bill 122 – School Boards Collective Bargaining Act*. This Act is currently before the legislature and could be passed into law before the end of our current collective agreement, August 31, 2014. CUPE is not supporting this legislation because the government has failed to enforce all provisions of our current Memorandum of Understanding at all boards across the province.

Twelve Ontario Catholic School Boards continue to deny support staff the same access to sick leave provisions as teachers and administrators. Our provincial leaders believe the government has bargained in bad faith in the past, making CUPE is reluctant to move forward with provincial bargaining in the upcoming contract negotiations.

You can watch the full press release on YouTube at <http://www.youtube.com/watch?v=1ItqI0vzKjE>.

~~Amendments to Employment Insurance Regulations~~ Cancelled!

Thanks to all those who participated in political action, letter writing and making the issue public. The federal Conservative government has announced there will be no changes affecting education workers definition as “full year” workers. Your voice was heard by those in power proving that Many Can Make Change. **Good for you!**

***free*** social media workshop

The local will be hosting a free CUPE Social Media workshop on May 9th and 10th at our offices. The nine (9) hour course will focus on Facebook, Twitter, YouTube, Flickr and how to use these effectively and responsibly. If you are interested please contact us a.s.a.p. by e-mail (cupe3396@cogeco.net) or by phone (905-388-2425). There is absolutely no cost to you – lunch and snacks will be provided and mileage will be reimbursed.

Cold weather alert

The City of Hamilton Medical Officer of Health issues a COLD WEATHER ALERT when current or anticipated weather conditions are at or below -15C or -20C with wind chill. When in effect, this alert is posted on the City of Hamilton website ([www.hamilton.ca](http://www.hamilton.ca)) and you can also find it on the Board home page ([www.hwcdsb.ca](http://www.hwcdsb.ca)). If you have any concerns about exposure to extreme temperatures during recess supervision please contact the local.

Retirement planning

If you are considering retiring within the next few years you may be interested in learning more about CPP, OMERS, access to extended health care benefits and other financial implications and personal considerations associated with leaving work. Retired Teachers of Ontario is offering a Retirement Planning Workshop on Saturday, April 26th, 2014 from 1:00 to 4:00 p.m. The cost is $10 per person. All school board employees and their spouses are welcome. Attendees must preregister by contacting Joanne Weeks at 905-692-5754 or weeksj@sourcecable.net.

Toyota Organizing Drive

We already know that unions have made life better for all Canadians. Job protection, better wages, better benefits, better pensions, paid holidays – unions have lifted the standard of living for all Canadians. But did you know that CUPE has pledged support to our sister unions within the Canadian Labour Congress and to further support unorganized workers across Canada?

UNIFOR (formerly CAW and CEP Unions) has undertaken a major drive to organize Toyota workers in the Cambridge and Woodstock plants. This current drive offers us a chance to show our support for UNIFOR and over 6000 unorganized workers. *So, what can you do to help convince Toyota workers of the value of belonging to a union?* **Spread the word**. Toyota workers live in our community and they have friends and neighbors in our community. Urge that worker to vote UNION in the upcoming certification vote. Unifor is a great union and will serve Toyota workers well. If anyone you approach has a question refer them to John Aman, Unifor Director of Organizing (John.Aman@Unifor.org or 416-275-6381). **Participate** in the SOLIDARITY RALLY FOR TOYOTA WORKERS, Sunday, **February 16th**, 2014 1:00 p.m. to 2:30 p.m. at Unifor Local 1524 Hall, 600 Wabanaki Drive, Kitchener. Carpooling can be arrranged through the local. Contact us to ride along.

Can work be safe when home isn’t?

Western University and the Canadian Labour Congress are researching domestic violence at home and the impacts felt in the workplace. Canadian data is urgently needed to influence policy on how employers can best respond to the issue. Researchers are asking workers to participate. Fill out a 10-30 minute, anonymous research survey at ***fluidsurveys.com/s/DVatWork***. Anyone 15 years or older can participate, whether or not they’ve experienced violence.

Finally… Winter is long, cold and dark. Fuses become frayed, tempers short. Please be mindful of how you speak to each other. Unkind words can’t be taken back. Wait a day. Odds are you won’t feel inclined to say it tomorrow.

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**Link Up with CUPE** Send us an e-mail today from your personal e-maill address (cupe3396@cogeco.net) or complete the form below and drop it in the Board mailbag. Only then will you be informed on all the latest news.

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Name Personal E-mail Address (not First Class)

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Home Phone Cell Phone Job Classification