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We are the  
Custodial, Maintenance; Office, Clerical, Technical Staff and Educational Assistants of  
Trillium Lakelands District School Board

## THE BULLETIN BOARD

January 2006

### BEST WISHES

All the best to you and yours for a terrific 2006!

### BARGAINING

Monday, December 19<sup>th</sup> – Bargaining Proposals were exchanged. The following bargaining dates have been scheduled: Friday, January 20, Monday, January 23, Friday, January 27<sup>th</sup>. We will post on the CUPE 997 Web Site an update following the Friday, January 27<sup>th</sup> meeting: [www.cupe997.ca](http://www.cupe997.ca) – Pull Down Menu – Documents – Bargaining.

### SENIORITY LISTS – Remember to check your information!!!!

The Seniority List for both bargaining units are to be posted in each workplace in January. It is imperative that you check this list to **ensure YOUR information is correct** ..... *Article 12.05* "Any dispute regarding the information on the seniority list shall be brought to the attention of the Human Resources Co-ordinator, Support Staff, and the President of the Local within fifteen (15) working days of posting." Please ensure you take a moment to check this very important information.

### REMINDER TO MARK YOUR CALENDAR -- *Saturday, February 18, 2006*

– 10:30 a.m. - Hyland Crest Senior Citizens Home – Minden - **REGULAR GENERAL MEETING**

### OMERS – BILL 206 -- URGENT ACTION!!! (Ontario Municipal Employees Retirement System)

In the hope of gaining "joint trusteeship", like other major pensions in the Province, CUPE Ontario and others who have members in OMERS, successfully lobbied the Provincial Government to bring forward legislation. Unfortunately the Legislation does not have the provisions to ensure our Pension Plan will be in the position to be administered similar to other plans in the Province. This Legislation is presently at second reading, it is imperative that members of the OMERS Pension Plan speak up NOW to voice our concern regarding the proposed changes.

Bill 206:

- discriminates against women and other lower paid members of OMERS
- prevents CUPE from ever achieving significant improvement to the pension plan, **capping increases** at 1.4 per cent
- denies OMERS members the basic right of representation by population.

We have posted on the 997 web site more detailed information regarding Bill 206 – [www.cupe997.ca](http://www.cupe997.ca) – Documents – select OMERS – Bill 206 and have included samples for your follow-up by phone or letter/fax/e-mail.

**Hard facts about OMERS Pensions** .... An example ..... A CUPE Member in OMERS who works for 30 years and retires at age 65, with the current OMERS 1.325% accrual rate, multiplied by the five best years of wages – e.g.: at \$30,000 a year – will get a pension of \$11,925 a year. The best that Bill 206 allows is an accrual of 1.4%, but many other public pensions have a rate of 2%. At that 2%, the same person would receive \$18,000 a year. For many pensioners, it's a \$6,000 difference between living in poverty and having some comfort in their later years.

**Amend Bill 206 to make OMERS a fair, accountable pension plan OR withdraw the bill.**

### **CUPE 997 STUDENT BURSARY ..... Attention 997 Members who have a son/daughter (dependent) presently at College/University or who will be attending College/University Fall 06!**

*From CUPE 997 By-Laws – Section 22 - #8*

“On an annual basis 2 bursaries in the amount of \$500.00 each shall be allotted to a son/daughter/dependent of a CUPE 997 Member in good standing.

Recipients shall be students who are entering or returning to full time studies at an accredited post secondary public Canadian college or university.

A notice providing the deadline date, rules and regulations will go out to all 997 Communicators in January of each year and will be posted on the 997 Web Site. The 997 Member and student applicant must submit the completed CUPE 997 Bursary Application Form, which will be available from the CUPE 997 Office, no later than April 15<sup>th</sup>. Only one application per person will be accepted per year and one award per student per lifetime.

The President of CUPE Local 997 will randomly draw the names of 2 applicants at the May Regular General Meeting of the Local, from all of the eligible applications received.

The selected applicants will be contacted by telephone and will be required to submit proof of attendance at an accredited public Canadian university or college on a full time basis for the upcoming semesters ..... i.e.: draw for bursary completed at the Regular General Meeting in May/June; student upon proof of completion of the first semester will be provided with a cheque in the amount of \$250.00 and upon proof of successful completion of the following semester the remaining \$250.00.”

If you have a son/daughter (dependent) who is presently attending College/University (and will be returning Fall 06) or will be attending this Fall 06 contact the 997 Office for an application form. Application forms are also available on our web site ..... [www.cupe997.ca](http://www.cupe997.ca) – Documents – CUPE 997 Student Bursary. Please remember the completed application forms must be returned no later than April 15, 2006.

### **IT'S UP TO YOU!**

On an annual basis we receive a copy of our “sick leave record” ..... this record notes the balance forward from the previous year – the credits (accumulation of days) during the year and absences charged against our sick leave record. Ten month employees receive this information in the Fall .... twelve month employees in the new year. You should be keeping an ongoing record of absences and upon receipt of this information ensuring your and the Board's records co-incide. Also file your copy of the “Sick Leave Record-Statement” to ensure your next year's “carried forward” information is accurate. In the event there are errors, omissions or you have any questions or concerns you should contact Kerrie Wright at the Lindsay Board Office immediately. Please do not hesitate to contact the 997 Office should you require any assistance.

### **HOW'S THAT WORK?**

The “annual” allotment of Personal/Compassionate Days is based on the school calendar year for 10 mos. employees (Sept – June) and the calendar year for 12 mos. employees (Jan – Dec). The “Floating Holiday” is based on the calendar year for all staff.

### **CONTRACT SCHOOLS .... TLDSB – CUPE LOCAL 997 – BETTER TOGETHER!**

Our commitment to end “two tier employment within TLDSB” continues ... we will be posting on the 997 web site – [www.cupe997.ca](http://www.cupe997.ca) updated information as it becomes available.

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