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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 September 2005

WELCOME BACK!

Hope you and yours had lots of "lazy – hazy summer days" wishing one and all a terrific start-up to the 05-06 school year!

REMINDER TO MARK YOUR CALENDAR

Saturday, October 22nd

Minden Community Centre – Hindon Room

SPECIAL MEETING – 10:00 a.m. – Bargaining Committee will bring forward proposed bargaining items. The Surveys were forwarded to all worksites with this mailing. Reminder to ensure the return of your Bargaining Survey no later than Sept 15th a copy of the Survey is also available on our web site www.cupe997.ca – Documents – Bargaining.

REGULAR GENERAL MEETING – we will move in to our Regular General Meeting following the adjournment of the Special Meeting. Agenda items include nominations for our Executive Committee - Term Jan 01 06 to Aug 31 07.

CONTRACT SCHOOLS

As per the "Letter of Understanding" of the Custodial - Maintenance collective agreement a Committee comprised of representation from both the Board and our CUPE Local met during the 04-05 school year to discuss "Contract Schools" in the City of Kawartha Lakes area. As the Committee was not able to come to a "mutually satisfactory agreement" at the June Regular General Meeting we committed to a "cost share Campaign" with CUPE National and are in the process of finalizing our initial Campaign .. including a presentation to the Trustees of Trillium Lakelands District School Board; corresponding with "contract employees" of some of the contract schools to bring them in to our CUPE Local .. don't hesitate to let Custodians of "contract schools" know we are committed to working towards ensuring all Custodians working in TLDSB worksites are entitled to the same wages - same benefits - pension and working conditions we are committed to ending "two tier employment" within TLDSB. Don't hesitate to provide our contact information and note all calls to CUPE 997 are held in the strictest of confidence.

SICK LEAVE STATEMENTS

The "Sick Leave Statements" for 10 mos. employees, are based on the "school calendar year" (September – June); 12 mos. employees are based on the calendar year. The HR Department forwards the statements on an annual basis ... no later than November 1st for 10 mos. employees and March 15th for 12 mos. employees.

N.B.: All staff should keep a personal record of absences and **review** their statement to ensure accuracy and immediately report any discrepancies to the HR Department. Should you require assistance please do not hesitate to contact your Steward or the CUPE 997 office.

THE BULLETIN BOARD

September 2005

CONGRATULATIONS and BEST WISHES to our recent RETIREES!

Vilenna Currie
Elementary Secretary
Muskoka Falls P.S.

Elizabeth Duffy
Educational Assistant
Riverside P.S.

Marilyn Felhaber
Elementary Secretary
Jack Callaghan P.S.

Anne Goodhand
Educational Assistant
Parkview P.S.

Judy Johnson
Educational Assistant
Archie Stouffer E.S.

Carol Schierholtz
Elementary Secretary
Lady MacKenzie P.S.

INCIDENTS/ACCIDENTS

A reminder to review TLDSB Procedure (BU-3555) "Incident/Accident/Injury Reporting and Investigation Procedure" to ensure you correctly report incidents/accidents or injuries. If as a result of a workplace incident/accident you require medical attention and/or have lost time please contact the 997 Office it is important that all procedures/protocols of TLDSB and WSIB are followed correctly.

RETURN TO WORK

If you have been off work due to a workplace injury or other medical reasons contact the CUPE 997 office regarding questions/concerns relating to "accommodations" and/or "modified work".

PERSONAL/COMPASSIONATE DAYS – FLOATING HOLIDAY

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.

REMINDER re USAGE OF FIRST CLASS – E-MAIL and INTERNET USAGE

E-mail usage, surfing on the Internet and all Conference Sites of the "employer's owned and operated" First Class system may be monitored to ensure the Board's Policy and Procedure (BU-3035 – BU-3036-AP) "Electronic Communications" is followed the inappropriate use of First Class – e-mails or accessing the Internet may result in disciplinary action including the removal of First Class privileges.

HOURS WORKED – HOURS PAID!

As hourly paid employees we are entitled to recognition for hours worked beyond the regular full time day there is provision in our collective agreements for this recognition via lieu time or paid overtime ... don't hesitate to contact your Steward or the 997 Office for further information.

BREAKS -- SPLITTING LUNCHES

Reminder breaks and our uninterrupted lunch breaks are bargained items. Ensure your paid breaks are included in your timetable and before you agree to split your unpaid lunch remember "uninterrupted" came forward because we said: "we need – we deserve" a minimum of 30 minutes of our own time ... our down time!

CHECK IT OUT! www.cupe997.ca

We now have the ability to post information in either or both "text copy" and/or PDF format in the Documents section check it out!

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