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EXECUTIVE COMMITTEE REPORT

Presented At
REGULAR GENERAL MEETING
SATURDAY, OCTOBER 27, 2007

The Executive Committee met May 29th, September 11th via tele-conference and in person on June 21st.

From May 29, 2007

- Thank you's: June Smith re 997 Student Bursary 06-07; Don Bryans, President, Local 218 (Durham Public Board) for "your very generous donation and moral support during our recent strike."
- Lynn attended "Regional Community Forum on Community Development – May 25, 2007 – the Ministry of Education is meeting with School Boards across the Province regarding "Character Development" and programs in the various Boards – there may be some funding announcements in the Fall relating to "Character Development."
- 07-08 Trillium Lakelands DSB Budget – Lynn attended the Board's budget meeting – TLDSB will be submitting a "balanced budget" – to achieve the Board will need to take \$2.1 million from "classroom reserves".
- Trillium Lakelands DSB Procedures – New and/or Updated – Return to Work – Accommodations – EAP (Employee Assistance) – Pediculosis Management – Reporting to CAS – relates to 2 Board Procedures (OP6506-AP and OP6505) – Records Retention – Computer and Internet Acceptable Use – a copy of all TLDSB Procedures is available via First Class – from your First Class Desktop – access TLDSB Infobase – Policies/Procedures icon – there is a "Master Index" which you can review to determine which "section" the Procedure you are looking for is in

The Board wishes to develop a Policy/Procedure re "Attendance Support" – there will be representation from each of the employee groups at the meetings.

From June 21, 2007

- Thank you received from: University of Toronto Press Warehouse Workers Local 3261 for strike donation
- CUPE 997 to donate \$50.00 re Personal Appeals from: Local 256 – Custodian School Board (Guelph); Local 1011 – Caretaker – Halton DSB
- Recognition Evening - "30 Year Pin" – 30 Year Custodian, unable to attend the Evening Recognition, due to his work hours was recognized/honoured by his Principal and co-workers at the school. There was correspondence between HR and our CUPE Local regarding this issue. The Board has determined "in future, night shift employees receiving awards or long service pins will be able to attend the Board's Award Evening without detriment to their pay or vacation time. For example, one option is that employees can work an alternate day shift to ensure that they are able to attend the evening's festivities."

- Trillium Lakelands DSB Procedures – New and/or Updated – Draft re Physical Interventions has been received. There are few changes to the original Procedure.

Development of Attendance Support Policy/Procedure – The first meeting has been held. Lynn attended with the Presidents of ETFO, OSSTF and representatives of the other employee groups. The Board wishes to move forward with a “workplace health promotion” procedure. The Union perspective - this will be an “Attendance Management Program”. Future meetings will be held in the fall.

- Information from the LTD and Benefits meeting with OTIP and Mosey & Mosey:
- benefit usage has increased – “education workers” are now within the top 3 occupations for highest benefit usage – higher than police and air traffic controllers.
- CUPE 997 representation for Joint Health & Safety Committee and PD Fund – we will confirm present Committee Members remain the same.
- Pay Equity – Job Evaluation – while there have been some positions which have been re-evaluated via requests or new positions evaluated there has been no review (maintenance) with regards to a significant number of our positions – most particularly those which are considered “generic”. We have received a number of inquiries as job responsibilities – duties have changed. We will be discussing this issue with the Board and additionally will be reviewing the composition of the Committee. The Ratings Committees members were “non Bargaining Committee members” as Bargaining was taking place at the same time as the “ratings”. We will investigate the possibility of the Bargaining Committee Members undertaking the Ratings Committees role. Derek (our CUPE National Representative) will contact the CUPE Pay Equity – Job Evaluation Department and note we are requesting a review and training.
- CUPE National Representative, Derek Blackadder spoke on the dangers of employees accessing – noting remarks on “Facebook” and similar web sites – some folks (in other Locals) have been posting inappropriate and possible slanderous information – discussion with respect to their employers – supervisors on this website. Users of Facebook and similar web sites need to know any comments posted on these websites may have legal ramifications – best just not to post anything with regards to your employer and/or supervisor.
- CUPE Local 1453 – Peterborough Victoria Northumberland and Clarington Catholic DSB has announced potential cuts of 41 Educational Assistants due to funding shortfalls.

From September 11, 2007

- Thank you's received: June Smith and Norman Smith; Joanne Seidel and Richard Seidel re 997 Student Bursary; Lindsay Labour Council re donation for the Labour Day Annual Picnic; Muskoka Branch OSPCA re donation – “Mutt Strutt”; Huntsville Adult Education and Training Centre and Lindsay C. & V. I. re our annual Graduation Award; CUPE Local 1176 – Bluewater DSB and CUPE Local 1317 re Personal Appeal donations.

Retiree thank you's: Sandy VonAlma, Elementary Secretary, K P Manson; Mel Archer, Head Custodian, Langton PS; Ruby Powell, Elementary Secretary, Ridgewood PS

- In Memory of Donations: Ontario Heart & Stroke Foundation in memory of Cindy McAuley, partner of Rob Clark, Head Custodian, J. D. Hodgson ES; Hospital for Sick Children Foundation in memory of Jillian Walker, daughter of Pete Walker, Lead Custodian, Lady Eaton PS
- The Trustees' Audit for the period ending Aug 31 07 will be completed prior to our Regular General Meeting in October.

- WSIB (workplace) and non workplace injuries – accidents – medical conditions are rapidly increasing both in numbers and complexity. Any 997 Member who has a medical or lost time claim with WSIB should be contacting us; additionally any folks requiring accommodation in the workplace should be contacting us.
- CUPE 997 By-Laws Review – while we don't see a number of changes needing to come forward a review of our By-Laws should take place during the 07-08 school year. The Committee will be comprised of Executive Committee Members and a request for any interested Members will be included in our "The Bulletin Board Newsletter" and a request for any suggestions from the membership be forwarded.
- The CUPE 997 web site is in the process of being updated and format reconfigured for accessing of information in the "Documents" section – now renamed to "Member Resources".
- During the summer the Ministry of Education announced "Enhanced Funding" for school boards – Lynn has contacted Earl Manners requesting information as to the Board's determination(s) with respect to this Funding. This information will be made available at our first Labour/Management Meeting October 10th.
- General yard duty and student supervision issues continue to be brought forward by Educational Assistants – this too will be included on the Labour/Management Agenda.

Information - assistance – representation with the following has been provided to 997 Members:

- assistance with TLDSB Performance Appraisal Procedure
- disciplinary issues
- clarification regarding "leaves" – Special and Short Term
- Benefits clarification
- Workplace difficulties – Principal/Supervisor to Employee; Employee to Employee
- clarification regarding our collective agreement and past practices
- Health & Safety Concerns
- WSIB Return to Work, processes and difficulties with Claims
- Accommodated work assignments (non workplace injuries)
- LTD

Don't hesitate to contact your Chief Steward or the CUPE 997 office for information or assistance regarding TLDSB Policies/Procedures and/or our collective agreements.

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Chief Stewards

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Educational Assistants	Debbie Gillan	ea@cupe997.ca	705-640-7375	Muskoka Beechgrove PS

"Be it resolved the Executive Committee Report be adopted".