



Exciting Partnership with OTIP

CUPE 997 has entered into a partnership with the Ontario Teachers Insurance Plan (OTIP). This partnership will allow CUPE 997 to share information with the membership directly from OTIP. We will also be able to offer retiree benefit workshops. OTIP is familiar to CUPE 997 as they provide our LTD coverage and our life insurance. Through this partnership we can continue to provide information and literature regarding programs such as FeelingBetterNow, Edvantage and CAREpath.

OTIP is a not-for-profit organization, specializing in providing insurance solutions for the education community. For almost 40 years, OTIP has provided the education community with unique insurance products and services such as home, auto, life and retiree benefits.

We look forward to developing this relationship with OTIP in order to continue to serve the CUPE 997 membership.

Important Dates

Monday May 23	Victoria Day
Thursday June 30	Final PA day of the year
Friday July 1	Canada Day
Thursday Sept 1	First PA day of 2016/17 school year & all pay grids receive a 1% raise!
Saturday October 15, 2016	General Membership meeting to be held in Bracebridge-details to follow

CUPE 997 Student Bursary Winners!

Congratulations to our 2016 CUPE 997 Student Bursary winners. The 2 winners of the \$500 awards were drawn at the May 7th General Membership Meeting and were Ethan Hunter, Troy Hunter's son and Kaelcey Bowman, Debbie Bowman's daughter.

Congratulations to both Ethan and Kaelcey!

Do you know a student who could use an extra \$1,500 for tuition?

They could WIN a bursary from OTIP. For more information please go to:

<https://www.otip.com/bursary>

Who Doesn't Like to \$ave \$ome Money? Cell Phone Plans for CUPE Members

CUPE has organized preferred Telus cell phone plans not available to the general public.

Click or go to the website www.smartcell.ca and enter Employee Purchases promotional code CUPE to see the details of the plans offered.

Click: www.otip.com/CUPE_RTIP

CUPE Local 997 endorses RTIP for your retirement insurance needs.

All of your retirement insurance needs available under one roof.

Why choose RTIP?

- ▶ No age restrictions and no membership fees.
- ▶ Three levels of comprehensive coverage depending on your needs.
- ▶ Members can receive 100% coverage for generic maintenance prescription drug expenses.
- ▶ Coverage for trips up to 95 consecutive days.

Complimentary access to CAREpath, Express Scripts Canada Pharmacy™, the Edvantage savings program and the Seniors' Care Assistance Program™, provided by Bayshore HealthCare.

Visit www.otip.com/CUPE_RTIP today to learn more or apply online!

Exclusions, limitations and conditions may apply, visit www.otip.com/CUPE_RTIP for more information.



Seniority List for Casual / Temporary Members

Copied from the Central portion of the new Collective Agreement:

On or before September 1, 2016, School Boards shall establish a seniority list for casual/temporary employees, where a list does not currently exist. This will be a separate list from permanent employees and shall have as its sole purpose to track length of service with the Board. Further, the list shall have no other force or effect on local collective agreements other than those that may already exist for casual/temporary employees in the 2008-12 local collective agreement.

Currently the Seniority List has not been created but we will notify all Members when it is in place.

REMEMBER! Deadline for ANNUAL OFFENCE DECLARATIONS – MAY 31st

To login click <https://sdsweb.tlidsb.on.ca/sds/eserve/login.xsp>

If you have any questions you should contact either Brenda Roberge at ext. 22174 or Wendy Browne at ext. 22121. We also suggest while on eServe check out your “employee information” (Profile) to ensure the Board has your correct home mailing address, phone #, and also your benefits information.

DO YOU NEED ASSISTANCE?

Don't hesitate to contact the 997 Office – **705-934-2997** or by fax: **1-866-742-1741** or contact your Chief Steward for assistance regarding our collective agreements or TLDSB Procedures.

Don't hesitate to contact us via First Class or our alternate e-mail addresses:

Chief Stewards:

Herb Pounder ~ Custodian custodian@cupe997.ca

Kirk MacFarlane ~ Maintenance maintenance@cupe997.ca

Lianne Barley ~ Office, Clerical clerical@cupe997.ca

Debbie Gillan ~ Educational Assistants ea@cupe997.ca

CUPE Local 997 Office– **705-934-2997** or **1-844-934-2997**

William Campbell ~ President president@cupe997.ca

NEW Educational Assistant Electronic Posting Process for June 2016.

In our recently ratified Local Collective Agreement we negotiated a new electronic – online format for the mid-year and June EA posting/placement processes. This replaces the previous “in-person” or “cattle call” as some dubbed it, meeting that was held in each of the 3 main areas of the board.

This means that starting this June, all Permanent EAs will be able to login to a computer with access to the internet, either at home or at any TLDSB school in order to apply for available EA positions. As in the past, EA's who have received a layoff notice or want to transfer from their current school to another can participate in the posting placement process.

The Trillium Lakelands DSB's IT department has developed a web based program that will allow EAs to log in, using their school network login to view all EA positions that are available during that round on a board wide basis and apply for 1 or more of those positions in their priority order.

All available first round Permanent and Temporary EA positions will be posted on the CUPE conference in First Class, 3 working days prior to the posting night which is set for June 20, 2016 at 4:30pm. Applications to first round postings are required to be submitted by applicants via the new database by 4pm the day before the Posting Meeting date.

The process for subsequent rounds during the posting evening will be much the same as with the in person meetings in that newly vacated positions and unfilled positions from the previous round will be posted during the next round. As with the in person meetings all decisions made when the last round is completed are final.

Please watch for more detailed information and instructions about this process as we get closer to June 20th.

How Do I Sign Up for Newsletters?

Visit our web site – www.cupe997.ca – Pull Down Menu “Contact Us” and complete the “997 E-Bulletin Sign-Up Form” OR send an email from your Personal email address to info@cupe997.ca with the subject line “Newsletter Sign –up”



Your mental health: The importance of early recognition and treatment

Mental health issues affect all workplaces, regardless of industry. Employees in diverse roles face increased demands to solve problems, interact with others, analyze data and negotiate positive outcomes. According to the [Mental Health Commission of Canada](#), on any given week, more than 500,000 Canadians¹ will not go to work because of mental illness. In fact, over 40% of OTIP's long term disability (LTD) claims are attributed to mental/nervous disorders.

What is mental illness?

Mental illness² is an umbrella term that refers to a wide variety of health challenges that affect the way we think about ourselves, relate to others, and interact with the world around us. They affect our thoughts, feelings, abilities and behaviours. Depression and anxiety disorders are the most common mental illnesses.

It's important to acknowledge that mental illness is just as real as physical illness. Like other illnesses, such as diabetes or asthma, most mental illnesses are episodic. That means people have periods when they are well and productive, as well as periods when they are unwell and overall functioning is low.

What can I do about it?

The good news is that mental illness is treatable. Identifying mental health challenges early, through access to the right resources, such as [OTIP's Early Intervention Program](#) (and [FeelingBetterNow®](#), and finding the appropriate treatment can get a person on the path to recovery and help prevent long term disability.

There are many different treatments available, depending on the type of mental illness a member is diagnosed with. For example, a common form of therapy to help treat depression and anxiety is called Cognitive Behavioural Therapy³ (CBT).

What is CBT?

CBT is a type of mental health counselling offered to our members through the Early Intervention Program. This treatment helps members to understand the thoughts and feelings that influence their behaviours, and to teach them that while they cannot control every aspect of the world around them, they can take control of how they interpret and deal with aspects of their environment. One of the greatest benefits of cognitive behavioural therapy is that it helps members develop coping skills that can be useful both now and in the future.

Since CBT is a short-term treatment option that does not necessarily involve medication, members should consider it as their first option in getting treatment and can ask their family physician about it.

Helping members get the right diagnosis and treatment sooner leads to better outcomes for everyone. Benefits include reduced absenteeism and replacement costs, fewer sick leave days and disability claims, and increased member retention and productivity. Members and their families suffer less, get the help they need earlier, and return to a productive and better quality of life sooner.

To support plan members on leave with mental health conditions, OTIP provides two value-added services that advocate early intervention and treatment, at no cost through their long term disability (LTD) insurance plan:

- The **Early Intervention Program** focuses on evaluating a member's needs in the early stages of a medically related absence from work. Once their situation has been assessed, individualized assistance and support will be provided as needed to help facilitate the member's recovery and a successful return-to-work. Find out how [OTIP's Early Intervention Program](#) can help you and your members.
- **FeelingBetterNow®** is a web-based mental health care program that guides members and their care provider (whether it be a counsellor, psychologist, or family physician) to identify emotional and mental health issues as early as possible. Getting the right diagnosis and treatment will help members feel better sooner. To learn more about FeelingBetterNow®, go to www.feelingbetternow.com/otip.

Sources:

¹Mental Health Commission of Canada. (n.d.) Workplace. Retrieved from <http://www.mentalhealthcommission.ca/English/issues/workplace>

²Canadian Mental Health Association, (n.d.) Understanding mental illness. Retrieved from <http://www.cmha.ca/mental-health/understanding-mental-illness/>

³What Is Cognitive Behavior Therapy? (n.d.), Kendra Cherry, Retrieved from <http://psychology.about.com/od/psychotherapy/a/cbt.htm>

