



## Important Dates

1% raise to all pay grids and steps	September 1, 2016
General Membership Meetings 2016 -2017	<b>Saturday October 15 @ 10 a.m. at Macaulay P.S - Bracebridge. In the school Library.</b> February 25 & May 6 @ 10:00 a.m. Location to be determined
Optional SULP days for 2016-2017	Fridays October 7/15 and March 10/16
Thanksgiving Monday	Monday October 10

## Optional Scheduled Unpaid Leave Plan

The SULP program was negotiated as part of the 2014-2017 Central Agreement between CUPE and the Council of Trustees Association (CTA). Also as part of this agreement all CUPE members received a 1% of annual salary, lump sum payment on February 19, 2016 and all pay grids received a 1% increase on September 1, 2016 along with a 0.5% increase on February 1, 2017. The Liberal Government mandated that any wage increases had to be offset with cost savings in other areas of the Collective Agreement so the SULP program which includes optional unpaid days is designed to help school boards and the government pay for the raises and lump sum payment that all CUPE Members are entitled to.

***It is important to note that the SULP days are completely OPTIONAL and there is no requirement for any CUPE Member to take a day off without pay through this program.***

For more info please click here to have a look at our [Fact sheet](#) or by going to [www.cupe997.ca](http://www.cupe997.ca) Member Resources > Fact Sheets

## Sick Days / Short Term Disability

All Permanent CUPE staff are entitled to:

- 11 days paid at 100% and 120 days paid at 90%
- The days paid at 90% may be topped up using the remainder of the previous school years' 11 days in 1/10<sup>th</sup> increments and or with the use of up to 2 personal days (if available)
- The sick plan noted above is refreshed on the first day of each school year.

All Temporary CUPE staff working in long term supply assignments are entitled to a pro-rated sick leave plan based on the relation between the length of the assignment and the normal work year for the position.

## Employee Assistance Program (EAP)

Toll Free – 1-800-268-5211 – a confidential service for CUPE members with Extended Health benefits. Check out TLDSB First Class – Staff Lounge – HR News for the links and information regarding how to access via the web and also the new EAP Mobile App

## Breaks – Splitting Lunches

Reminder - breaks are a bargained item. 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!

Breaks should be scheduled within the working hours recognizing that the purpose of a break is to provide relief from the work.

## Personal Compassionate Days

### / Floating Holiday

The “annual” allotment of Personal/Compassionate Days is based on the school calendar year for permanent CUPE staff employees (Sept – August). The “Floating Holiday” is based on the calendar year (Jan to Dec)

The Float or Floating Holiday is taken at the employee's discretion with 2 weeks' notice to the immediate supervisor. The Float day must be scheduled to be used by December 31 of each year as it cannot be carried over.

## Driving for Work?

### Article 23.01 of our Collective Agreement States:

*"In respect of any travel on Board business which is required and authorized by the Board, employees shall be entitled to claim a mileage allowance, in accordance with Board Policy/Administrative Procedure."*

The current TLDSB mileage rate, effective May 1, 2012 is \$0.45 / km.



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NEWSLETTER**

## How Do I Sign Up for Newsletters?

Visit our web site – [www.cupe997.ca](http://www.cupe997.ca) – Pull Down Menu “Contact Us” and complete the “997 E-Bulletin Sign-Up Form” OR send an email to [ebulletin@cupe997.ca](mailto:ebulletin@cupe997.ca) with your personal email address (not @tlds.on.ca) along with your name and worksite.

## Do You Need Assistance?

Don't hesitate to contact the 997 Office – **705-934-2997** or **toll free at 1-844-934-2997** 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](mailto:custodian@cupe997.ca)

**Kirk MacFarlane** ~ Maintenance [maintenance@cupe997.ca](mailto:maintenance@cupe997.ca)

**Lianne Barley** ~ Office, Clerical [clerical@cupe997.ca](mailto:clerical@cupe997.ca)

**Debbie Gillan** ~ Educational Assistants [ea@cupe997.ca](mailto:ea@cupe997.ca)

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

**William Campbell** ~ President [president@cupe997.ca](mailto:president@cupe997.ca)



## Mythbuster: Does the type of car you buy affect your insurance rate?

**Myth:** The type of car you buy doesn't have an effect on your insurance rate.

**Yes it does.**

**Fact:** The Canadian Loss Experience Automobile Rating (CLEAR) system identifies the average size and frequency of insurance claims for most makes and models of cars. Most insurance companies use CLEAR to rate vehicles according to their safety record and the cost to repair or replace them, and may offer lower premiums to drivers who buy cars with better ratings.

For example, some vehicles may be more susceptible to theft than others; some may be better designed and less easily damaged; some are less expensive to repair; and some protect their occupants in collisions better than others.

### We're here to help!

If you're considering buying a new car, talk to an OTIP insurance broker to find out how the type of car you choose will affect your insurance rates. One of our brokers would welcome the opportunity to find you the best coverage and value for your needs.

Call OTIP today at 1-888-892-4935.

