

*It's Winter and its Cold*



**SENIORITY LISTS**

The HR department will be posting the Seniority Lists for both the Office, Clerical, Technical and Educational Assistants (OCTEA) and the Custodial Maintenance (CM) Bargaining Units by the end of January.

The lists will be posted in the CUPE 997 First Class Conference site and a hard copy will be forwarded to each worksite.

It is imperative that you check the list to ensure you're **your information is accurate.**

Article 12.05 of both the CM & OCTEA Collective Agreements states that:

*“Any dispute regarding the information on the seniority list shall be brought to the attention of the Senior Manager of Human Resources, and the President of the Local within fifteen (15) working days of posting.”*

Please take the time to check this very important information.

**CUPE – OSBCC Conference  
“Moving Forward”**

February 9-13, 2016 – Richmond Hill  
997 Delegates to the annual Conference will participate in workshops regarding implementation of the new Collective Agreement, Benefit Trust etc. A full report will be a presented at our General Meeting-Feb 20<sup>th</sup>, 2016 at Archie Stouffer Elementary School Minden – 10:00am Start.

**MARK YOUR CALENDAR**

<b>Seniority Lists to be posted</b>	Within the month of January.
<b>Family Day</b>	Monday February 15, 2016
<b>1% lump sum payment</b>	To be paid on the February 19 <sup>th</sup> Regular Pay
<b>General Membership meetings</b>	<b>Saturday Feb 20/16</b> 10:00am at Archie Stouffer ES, Minden <b>Saturday May 7/16</b> 10:00am location TBD
<b>March Break</b>	March 14 – March 18
<b>Easter Weekend</b>	March 25 – March 28

**HOW TO REVIEW YOUR ABSENCES**

As a result of our recent local bargaining, CUPE Members will no longer be receiving annual sick leave usage reports. Members can refer to their electronic pay stub to see how many hours of sick time they have remaining for the current school year. This information is listed in the bottom right corner of the pay stub under the “Accruals” heading.

**Note:** The sick hours on the pay stub only track what is remaining from the 11 days paid at 100% and **does not** track the 120 days paid at 90% with top-up provisions.

For those looking for a more detailed report that shows the days and hours used there are posted directions in the CUPE 997 First Class email Conference to describe how to access this report in SFE. For those not currently using SFE you can contact Shannon Rowe at the Lindsay Board Office for detailed absence information.

## CUPE 997 STUDENT BURSARIES (Deadline for applications April 15, 2016)

Attention 997 Members who have a son/daughter (dependent) who will be attending College/University in the Fall 2016.

*From CUPE 997 By-Laws – Section 22 - #9*

“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.” (Recipients are paid in 2 installments of \$250.00 each, upon proof of completion of each of 2 semesters).

Application forms and further details are available on our web site - [www.cupe997.ca](http://www.cupe997.ca) - Member Resources - CUPE 997 Student Bursary. The random draw will take place at the May Regular General Meeting.

## CLEANING THE SCHOOL’S ROOF?

If you have been asked to clean bird feces off the roof at your school please get in contact with Herb Pounder or the CUPE 997 Office. The contact information is listed below.

## 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](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)



## FAMILY MEDICAL LEAVE / CRITICALLY ILL CHILD CARE LEAVE

As a result of our recent round of negotiations CUPE Members may be eligible to take these Statutory Leaves of Absence and may be eligible for top up payments to their E.I Benefits to provide 100% pay while off work for up to 8 weeks.

Family medical leave is leave from work of up to 8 weeks in a 26 week period and may be taken to provide care or support to certain family members and people who consider the employee to be like a family member in respect of whom a qualified health practitioner has issued a certificate indicating that he or she has a serious medical condition with a significant risk of death occurring within a period of 26 weeks.

[For specific information about the Family Medical](#)

[Leave click here.](#) Or go to

<http://www.labour.gov.on.ca> and search for Family Medical Leave

Critically ill child care leave is leave from work of up to 37 weeks within a 52 week period and may be taken to provide care or support to a critically ill child of the employee for whom a qualified health practitioner has issued a certificate stating that the child is a critically ill child who requires the care or support of one or more parents, and sets out the period during which the child requires the care or support.

[For specific information about the Critically Ill Child](#)

[Care Leave click here](#) or to

<http://www.labour.gov.on.ca> and search for critically ill child care leave.

For information about how/if you qualify for the top-up payment for up to 8 weeks while on either one of these leaves please contact the CUPE 997 Office.

## 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

