



### Important Upcoming Dates

Central Bargaining Dates	September 26, 27, 28
Local Bargaining Dates	October 7, 22, November 9
General Membership Meetings 2015 -2016	<b>Saturday October 17 @ 10 a.m. at Archie Stouffer E.S. Minden. Featuring a dialogue group for Educational Assistants following the meeting</b>  February 20 & May 7 @ 10:00 a.m. Location to be determined
Federal Election Advance Polls	October 9-12
Federal Election day	October 19

### Central Bargaining Update

Our Phase 1 Work to Rule is in its 12<sup>th</sup> day. Our Central Bargaining team is bargaining for 3 days over the weekend, concluding on Monday. If a tentative agreement has not been reached by Monday night we will be moving to Phase 2 of the Work to Rule effective Tuesday. Phase 2 details will be sent out via our Member's personal email addresses and to the worksite communicators.

The current Phase 1 Protocol is still in effect until midnight on Monday September 28<sup>th</sup>.

More information about our bargaining can be found at [www.cupe997.ca](http://www.cupe997.ca) > Member Resources > Bargaining 2014 2015.

### Personal Compassionate Days

The annual allotment of Personal days is based on the school year calendar. Each Full Time Permanent employee is entitled to up to 5 Personal days per year and each Part Time Permanent Employee is entitled to up to 2 Personal days per year to be used for the following reasons.

1. Attending to the needs of an ill or injured member of the immediate family. (Immediate family refers to son, daughter, spouse or any relative for whom the employee bears special responsibilities.)
2. Accompanying an immediate family member to a doctor's office or hospital.
3. Needs directly related to the birth or adoption of a child.
4. Attending a wedding, either:
  - (a) the employee's;
  - (b) the wedding of an immediate family member, as defined in 1. above; or
  - (c) where the employee is part of the wedding party, to a maximum of two (2) days.
5. Attending graduation exercises, either:
  - (a) the employee's, or
  - (b) the graduation of an immediate family member, as defined in 1. above.
6. Writing an examination from a post-secondary institution, including one-half day before the exam.
7. Moving the employee's principal residence up to one (1) day per occurrence.
8. Legal appointments, up to one (1) day per occurrence.
9. Municipal business, up to one (1) day per occurrence.
10. For the observance of Holy Days for a religion which is recognized in the Marriage Act as being "permanently established both as to the continuity of its existence and as to its rights and ceremonies."
11. Acting as a pallbearer at a funeral for which the employee is not eligible for a Bereavement Leave under 19.02.
12. Attending an IPRC meeting for the employee's son or daughter.

Personal Days are no longer deducted from our Sick Leave Bank

For the full Article 19.08 please refer to the Collective Agreement available on [www.cupe997.ca](http://www.cupe997.ca) > Member Resources



## WRIST BANDS

CUPE Bargaining Support Wristbands have been ordered and 400 have been sent out to the Worksite Communicators in various schools via board courier. Unfortunately there was an issue with the shipment sent to the CUPE Peterborough Regional Office and we received about half of what we needed. Another order has been made and we are expecting the remaining bands to be available in about a week. When they are in they will be sent via board courier to the remaining schools. Thank you for your patience.

## FLOATING HOLIDAY

Each Calendar year all Permanent and Probationary Employees are entitled to a Floating Holiday. This day is to be taken at the Employee's discretion subject to 2 weeks' notice to your supervisor. Because the Floating Holiday cannot be carried over from year to year it must be used by December 31 of each year.

For the full Article 17.01 please refer to the Collective Agreement available on [www.cupe997.ca](http://www.cupe997.ca) > Member Resources

## 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)

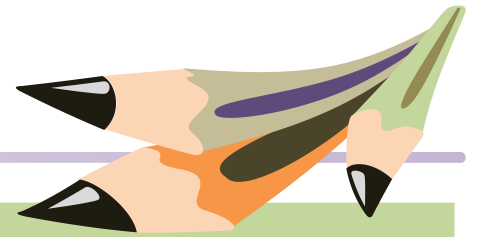
**Lianne Barley** ~ Office, Clerical [clerical@cupe997.ca](mailto:clerical@cupe997.ca)

Vacant ~ Technical [technical@cupe997.ca](mailto:technical@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)



## SICK LEAVE

Our current sick leave entitlement may change as a result of Central Table Negotiations but currently 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
- The above days noted above are refreshed on the first day of school.

## CUSTODIANS - TIME TO CHECK YOUR EMAIL?

Custodians are allowed 10 minutes paid time per day to check their First Class work related email. Reviewing board related email and the Facilities conference in First Class should not be done on your own time or break time.

## NEW OFFICE CLERICAL CHIEF STEWARD

We are pleased to announce that **Lianne Barley, Elementary Secretary at Lady Mackenzie P.S.** has been elected to the position of Office Clerical Chief Steward.

While we are excited to have Lianne with our team we are sad to say goodbye to **Wendy Gliddon** who has been our Office Clerical Chief Steward since 2008. Wendy has done a great job for CUPE 997 members and we thank her for her hard work and dedication over the years!

## 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 @tidsb.on.ca) along with your name and worksite.

