

**Spring is nearly here!!!**



**LUMP SUM PAYMENT – did you check yours?**

We received our lump sum payment on the February 19th pay. We have heard from some Members that the lump sum received doesn't equal 1% of total gross earnings earned between Sept 1 2014 and Aug 31 2015. For example, if the gross amount earned during that period of time was \$35,000 the 1% payment should have been \$350 before deductions.

The 1% lump sum was for all CUPE Members – Permanent, Temporary and Casual / Supply. If you didn't get the full 1% or you didn't receive a lump sum payment at all on the Feb 19, 2016 pay and were actively employed on December 4<sup>th</sup>, 2015 please contact the CUPE office ASAP at [president@cupe997.ca](mailto:president@cupe997.ca) so that we can look into it for you.

**PAY INCREASE – when do we get it?**

During the most recently settled Central Agreement with CUPE, the Council of Trustee Associations and the Crown it was agreed that raises during the 2014-2017 Collective Agreement would be as follows:

Date	Raise?	notes
Sept 1 2014	no raise	
Sept 1 2015	1% of earned wages as part of a one-time lump sum payment	Elimination of the half year delay in grid movement
Sept 1, 2016	1% increase to all pay grids	
Feb 1, 2017	0.5% increase to all pay grids	Agreement expires Aug 31, 2017

**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) - Resources - CUPE 997 Student Bursary. The random draw will take place at the May Regular General Meeting.

**OTIP STUDENT BURSARY**

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>

**MARK YOUR CALENDAR**

<b>Easter Weekend</b>	March 25 – March 28
<b>CUPE 997 Student Bursary</b>	Deadline for applications for the CUPE Student Bursary is April 15, 2016
<b>Day of Mourning</b>	April 28 – All TLDSB worksites should have flags at half-mast in recognition of Workers Killed or Injured on the Job
<b>General Membership meeting</b>	<b>Saturday May 7/16</b> 10:00am to be held at the Lindsay Adult Education Centre - Auditorium

## New Collective Agreement Update SICK LEAVE FOR TEMPORARY STAFF

OSBCC – Ontario School Boards Coordinating Committee is our Central Negotiating team. As part of the new Central Agreement OSBCC has confirmed that Temporary Staff working in long term supply assignments are entitled to sick leave. [Click her for info on our new sick leave.](#)

We have been advised that:

OPSBA – Ontario Public School Board Association represents English Public School Boards in Ontario. OPSBA is one of the 4 trustee associations that make up the CTA (Council of Trustee Associations) that negotiated the new Central Agreement with OSBCC. OPSBA is the only one of the 4 Trustee Associations that has said that Temporary Staff working in long term supply assignments do not have access to sick leave unless they had it previously. We have been further advised that the CTA is attempting to resolve this issue with OPSBA and will hopefully correct that situation shortly. In the meantime the Thames Valley District School Board has “seen the light” and has implemented the language regarding sick leave for Temp staff as negotiated. CUPE 997 has submitted Individual Central Disputes as well as 2 Policy Central Disputes that deal with this issue however they are on hold pending the outcome of the CTA’s attempt to resolve this issue in house.

TLDSB and CUPE will be working on integrating the new Central Collective Agreement with the CUPE Local 997 Agreement which includes items bargained in the 2012 and 2015 rounds of negotiations. All CUPE Members will be notified when the new all-in-one document will be available.

### 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**



### IF IN DOUBT, FILL IT OUT

If you are injured at work and/or for any situations relating to student aggressive / violent behavior – including biting, kicking, scratching, spitting (including attempts to bite, kick scratch, etc.) verbal threats etc. even if you did not require First Aid or medical treatment it is **very IMPORTANT** that you:

1. Notify your supervisor about the incident and
2. Complete the TLDSB “Employee Workplace Incident/Accident/Illness Report form” at the earliest possible time following the incident.

Both of these steps are required under [TLDSB Policy HR-4208 Incident Accident Procedure](#)

**All CUPE MEMBERS** should be aware that filling out the TLDSB Incident/Accident form does not start a WSIB claim. It is only when the Member loses time from work as a result of a workplace incident / accident or the Member seeks medical attention from a medical practitioner (not First Aid) as a result of a workplace incident / accident that the WSIB process starts.

It is **very IMPORTANT** to seek medical attention as soon as is reasonable if you have been bitten, scratched, bruised or injured in any way.

The employer is responsible to arrange and pay for transportation to medical care, if needed. The employer is also required to pay a workers wages for the day of injury if you leave early due to the injury or illness.

Please contact the CUPE 997 Office if you require clarification on any of the points made above.

### NOTICE of Regular General Meeting

The next Regular General Membership meeting will be held in Lindsay at the Lindsay Adult Education Centre 230 Angeline Street South Lindsay, ON.

Saturday May 7, 2016 Start time is 10a.m.

### 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 from your Personal email address to [info@cupe997.ca](mailto:info@cupe997.ca) with the subject line “Newsletter Sign –up”