



Grievance Settlements

Overtime Pay

CUPE 997 recently settled a grievance with the TLDSB regarding overtime for our Members.

Effective September 1, 2016, ALL CUPE 997 Members will receive overtime pay at the applicable rate for hours worked beyond 7 hours in a day for OCTEA Members and for hours worked beyond 8 hours in a day for CM Members. Previously our Members were having to work beyond 35 hours (OCTEA) or 40 hours (CM) in a week to get overtime. Anyone affected by this between September 1, 2016 and October 21, 2016 were paid any monies owed on the October 28th pay date. After October 21 all overtime hours worked beyond either 7 or 8 hours in a day will be paid in the pay period in which those hours are worked.

Small Water Certification

Effective October 19, 2016 successful applicants to Custodial positions that require Small Water Certification will have 60 days from their appointment date to attain Certification. Previously the TLDSB required applicants to be Small Water certified prior to making application to a job posting.

Sick Leave for Probationary Members

Effective July 2016 all CUPE 997 Members will have their full sick leave allocation available on the first day of their probation period.

Previously the TLDSB allocated sick leave only after the probation period had been completed.

Temporary Employees Working in Long Term Supply Assignments Sick Days / Short Term Disability

We have reported previously that sick leave/short term disability leave had been successfully negotiated for Temporary CUPE 997 Members working in long term supply assignments. Unfortunately the TLDSB chose not to recognize this entitlement. CUPE 997 submitted several individual and 2 Policy Central Dispute forms and as a result, the TLDSB has now agreed that this entitlement does in fact apply to our Members!

All Temporary CUPE Members working in an assignment of at least 12 days of continuous employment are entitled to a pro-rated sick leave as follows:

- Temporary Employees completing a full-year, long term supply assignment shall be allocated 11 sick days payable at 100% and 120 short term disability days paid at 90%.
- Temporary Employees completing a long term supply assignment that is less than a full year for that position will have both the sick leave plan and short term disability plan outlined above pro-rated based on the length of the assignment.

Example 1.

A Temporary employee who is working in an assignment that is to last for 6 months (half a year) and the normal work year for that position is 12 months (Custodian or other 12 month employee) will have a sick leave plan that reflects that assignment length i.e. 5.5 sick days paid at 100% and 60 short term disability days paid at 90%.

Example 2.

A Temporary employee who is working in an assignment that is to last for 5 months (half a school year) and the normal work year for that position is the school year (EA or other 10 month employee), will have a sick leave plan that reflects that assignment length i.e. 5.5 sick days paid at 100% and 60 short term disability days paid at 90%.

Continued below...



Personal Compassionate Days (PC days)

All Permanent CUPE 997 Members have access to Personal Compassionate days as described in Article 19.08 (OCTEA) and Article 19.07 (CM).

Full time employees have up to 5 PC days per school year. Part Time Employees (regularly employed for less than 17.5 hours/week in OCTEA or less than 20 hours/week in CM) have up to 2 PC days per school year.

NOTE: PC days no longer come out of our sick leave bank.

School Closures

The TLDSB has initiated 2 Pupil Accommodation Reviews. This is the process that could see school closures. The TLDSB has recommended that Honey Harbour PS close at the end of this school year and Lady Eaton PS close at the end of the 2017-2018 school year.

The process includes the opportunity for public and community input at 2 meetings held for that purpose. The dates and locations of the meetings are outlined below. All meetings start at 6:30PM.

Lady Eaton – Scott Young PS

Wednesday Dec 14, 2016 at Lady Eaton ES

Wednesday March 1, 2017 at Lady Eaton ES

Honey Harbour PS – Glen Orchard PS

Thursday, Dec 8, 2016 at Baxter Ward Community Centre

Tuesday, Feb 21, 2017 at Baxter Ward Community Centre

We encourage everyone to attend these meetings to speak about saving our schools and our communities.

For anyone wishing to speak at the meeting you should refer to the following documents found on the TLDSB website.

[Click here for information if you wish to speak or ask a question at the Honey Harbour - Glen Orchard meetings.](#)

[Click here for information if you wish to speak or ask a question at the Lady Eaton – Scott Young Meetings.](#)

More Info on School closures!

[The Ontario Association Against School Closures has started a Facebook page which can be accessed by clicking here.](#)

[To view the open letter to the Minister of Education to halt school closures click here](#)



Sick Leave plan for Temps *cont'd from above*

The TLDSB has hired a full time Staffing Officer to manage the sick leave for Temporary Staff. The person hired to this position will be starting shortly.

The TLDSB has committed to pay for any sick days taken for eligible Members (as described above) for sick days taken since September 1, 2016. TLDSB has also committed to pay Members who submitted Central Dispute Forms for absences since December 4, 2015. All Members affected by this change in practice will be paid for the days described above on or before the December 23, 2016 pay date. We recommend that anyone affected by this should monitor their pay stubs to ensure they are paid the appropriate amount for any sick/medical appointment days taken since Sept 1/16.

CUPE 997 is still of the view all eligible sick days taken since December 4, 2015 should be paid. We continue argue our point with the TLDSB.

Sick Days may be used for reasons of personal illness, personal injury and personal medical / dental appointments.

Mythbuster:

Are brand name drugs better than generics?

Myth: Brand name drugs are safer and more effective than generic drugs.

Fact: Generic drugs are every bit as safe and effective as brand drugs. In fact, they are equivalent to the brand version in dosage, safety, strength, quality, the way they work and the way they're taken.

Visit www.otip.com/articles to read the full article.

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