



Important Upcoming Dates

April Break	April 12-16, 2021
CUPE L997 Bursary Deadline	Deadline to apply is April 15 https://cupe997.ca/resources/student-bursary/
Regular General Meeting	May 1, 2021 via Zoom Registration information will be distributed in mid-April Agenda will be posted prior to meeting.



Atrivee Attendance Entry

We have been contacted by a few members regarding some confusion about attendance entry into Atrivee. When entering an absence due to illness into Atrivee you will see a number of absence reasons. Once you have exhausted your 11-day Sick Leave we have been made aware that the “**Illness**” reason cannot be selected. You can select “**Short Term Disability**” for absences due to illness or medical appointments after you have used your 11 sick days of the school year. The full sick leave plan continues to provide 11 Sick Days and 120 Short Term Disability days per school year for permanent staff. Temporary staff have the same plan prorated based on the length of their assignment.

Absences for less than a full day.

All CUPE members are hourly paid employees. If a member takes half a day off for illness, medical appointment, Float day, Personal day etc. the member is only responsible for working half a day. For example, if a member’s starts at 8:00AM and works 3.5 hours, they would take a 15 paid break and go home at 11:30AM or in the case of a Custodian Maintenance employee 12:00PM. Coverage for the member’s unpaid lunch is the responsibility of the employer.

Did you work from home in 2020? This tax credit could apply to you

The COVID-19 pandemic has resulted in many Canadians having to work from home. CUPE members are working in their basements, kitchens, and bedrooms, and are having to pay for expenses related to their employment. Find out if you qualify for a new Federal tax credit applicable for the 2020 tax year for people working from home due to the pandemic.

Click [HERE](#) for more information.

CUPE EDUCATION WORKERS’ BENEFITS TRUST

One plan - United to the core



CUPE EWBT (Education Workers’ Benefits Trust)

Since March 1, 2018 the CUPE EWBT has provided CUPE Education worker’s health, dental, vision, drug and life insurance coverage to over 48,000 CUPE members across the province. As a result, the school board no longer provides the administration for these benefits.

All Permanent CUPE represented employees are eligible for Benefits under the plan.

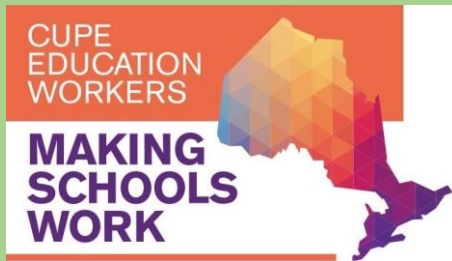
If you have any questions or concerns about enrolment or eligibility please contact OTIP at 1-866-783-6847

If you have questions regarding coverage or claims please contact Canada Life at 1-866-800-8058.

If you are unable to have your concerns resolved please contact the CUPE 997 Office as we may be able to assist.

Remember that if you have a life event such as a new child or spouse, you have 31 days to notify OTIP of the change.

The EWBT Website is an excellent source of information: <https://www.cupe-ewbt.ca/home>



The OSBCU hosted a President's Town Hall via Zoom on February 16, 2021 and discussed Return to in person learning, Masks and PPE, March Break and Expanded asymptomatic testing in schools

To review the full recap please click [HERE](#).

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, 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 “Employee Workplace Incident/Accident/Injury reporting form which is located on Ourdock.ca, Employee Services, and then Health and Safety.” at the earliest possible time following the incident. Any time required to complete the forms must be completed on **PAID** time.

[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 but it does start a paper trail. 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 worker's 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.



Know Your rights under the OHSA

The right to know

You have the right to know about hazards in your workplace and to be trained how to protect yourself from harm. As of July 1, 2014, [the law](#) requires employers to make sure that all of their workers and supervisors have completed basic [health and safety awareness training](#). This training outlines workers', supervisors' and employers' rights, roles and responsibilities in keeping workplaces safe and healthy. This basic training for all workers and supervisors is in addition to other more detailed training required by law that depends on your workplace.

The right to refuse

You have the right to refuse unsafe work, including situations where you believe you're in danger of workplace violence. Your employer cannot fire or discipline you for refusing unsafe work or for asking them to address a health and safety issue. Your employer can't penalize you for following workplace health and safety laws and for obeying a Ministry of Labour inspector's order. This would be an unlawful reprisal.

Report hazards and any violations of workplace health and safety law right away to your supervisor or employer. If you can't get [health and safety](#) problems fixed at work, talk to the H&S worker rep at your worksite, the CUPE office or the Ministry of Labour Health and Safety Contact Centre toll-free at 1-877-202-0008. When speaking to the Ministry of Labour you don't have to give your name.

The right to participate

You also have the right to help identify and resolve workplace health and safety concerns. There are many ways you can do this, such as asking questions, raising concerns and giving positive feedback. One of the most effective ways you can get involved is to join the health and safety committee at your workplace.



The benefits of cooking as a family

A silver lining to the disruptions caused by the pandemic, is that some families are redefining their food thinking and routines – for the better! Food in Canada reports more families are changing their eating habits, due to the pandemic, and cooking more at home. But more remarkable, is that all of this at-home cooking will likely make families healthier and boost mental well-being.

To learn more, visit www.otipinsurance.com/article105.

OMERS 2020 Return Underwhelms

OMERS reported a net rate of return for 2020 of -2.7% CUPE Ontario has issued a press release “We won’t Pay for the mistakes of OMERS Executives” which can be found [HERE](#) or picked up by the [Financial Post](#).



How a dash cam can help you save on car insurance

Are you among the one in ten Canadian drivers who has a dash cam installed in their car? As car safety technology continues to advance and more gadgets become available, dash cams are becoming an increasingly popular topic of conversation. With the average retail price upwards of \$100, many drivers are wondering if installing a dash cam is worth it.

Learn more at www.otipinsurance.com/article103.

New Ministry COVID Protocol UPDATED SYMPTOM SCREENING

The Chief Medical Officer of Health has updated the provincial school screening criteria. Students and staff with **new or worsening symptom(s)** of COVID-19, as outlined in the school and child care screening tool, even those with only one symptom, must stay home until:

- they receive a negative COVID-19 test result,
- they receive an alternative diagnosis from a health care professional, or
- it has been 10 days since their symptoms began and they are feeling better.

The provincial school screening tool has been updated to reflect these changes, at <https://covid-19.ontario.ca/school-screening/>

NEW QUARANTINE REQUIREMENTS

The Ministry of Health has also issued new guidance for schools and child care that requires all household contacts of individuals with symptoms of COVID-19 to quarantine until the symptomatic household member:

- receives a negative COVID-19 test result, or
- receives an alternative diagnosis by a health care professional

This means that if a child OR an adult has symptoms of COVID-19, all other adults and children who live in the same household must quarantine and remain home from school or child care until the person with symptoms receives either a negative COVID-19 test result, or an alternative diagnosis.

If the symptomatic individual **tests positive**, or is **not tested** and does not receive an alternative diagnosis from a health care professional:

- the symptomatic individual must isolate (including from other household members) for 10 days from the start of symptoms, and
- all members of the same household must isolate for 14 days from their last contact with the symptomatic individual.

CUPE members required to self-isolate as noted above must complete the Board’s self-assessment as normal. Permanent staff will be paid quarantine leave pay. Temporary staff will be paid sick leave.