



Important Upcoming Dates

1% raise to all pay grids and steps	effective September 1, 2021 This is the last raise in our current Collective Agreement which expires August 31, 2022
General Membership Meetings 2020-2021	Sat. October 23, 2021 @ 10 a.m. Sat. February 26, 2022 – 10 a.m. Sat. April 30, 2022 – 10 a.m. This year the October and February meetings will be held virtually through Zoom. The location (in person or virtual) of the final meeting of the year will be determined at a later date. Information on meeting registration will be sent in advance of the meetings.

This is a Bargaining Year! Let's get ready together.

As you know our Collective Agreement is in its final year and will expire on August 31, 2022. Notice to bargain can be filed as early as next Spring and we must be ready to bargain with the employer at that time.

Over the upcoming weeks and months, we will be sending out our local bargaining survey, sign up sheets for: strike pay, picket captains and to seek member support and participation with bargaining prep and strike support. Please watch out for these important emails and consider lending us a hand so that we are prepared and united for all possibilities.

If you are a member and not on our mailing list, be in the know and sign up now at:

<https://cupe997.ca/signup/>

Sick Days / Short Term Disability Leave

All Permanent CUPE staff are entitled to sick leave refresh as follows:

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 1/10th increments and or for compassionate reasons, with the use of up to 2 personal days if available.

The sick plan noted above is refreshed on the first day of each school year except in specific situations.

All Temporary CUPE staff working in long term supply assignments (defined as 12 days of continuous employment in 1 assignment) are entitled to a pro-rated sick leave plan based on the relation between the length of the assignment and the normal work year for the position.

More information on our sick leave plan can be found by clicking [HERE](#)

When are your paid breaks scheduled?

For our OCTEA members, your 15-minute paid breaks cannot be scheduled during the first or last hour of your shift unless you agree.

The paid breaks are included in your paid hours of work. In other words, if you are paid a 7 hour shift, your actual working hours are 6.5 hours, due to the 2 paid 15 minute breaks.

Return to School/Work 2021-2022

It is no secret that this school year is beginning in an unprecedented way. In fact, not much has been "normal" or business as usual since the start of COVID restrictions in March 2020. The following mailings have recently been sent out re: the return to this school year.

Aug 18 – [Ministry Memo re Vaccination Policy Memo](#)

Aug 25 – [Return to School Updates](#)

Aug 25 – [OSBCBU – FAQ re: Gov't vaccination program](#)

Sept 3 – also please review this OSBCBU memo just released [Mandatory COVID vaccination / disclosure](#)



OSBCU has issued a new Bulletin “**Mandatory COVID vaccination, disclosure and return to class**” which can be downloaded from our website or by clicking [here](#).

TLDSB September 1, 2021 memo re COVID-19 Vaccination Attestation FAQs

We have reviewed the Board memo and are of the view that the Board’s position noted in the memo regarding payment of medical notes for accommodation violates our Collective Agreement. Additionally, we feel that the Board’s position that the educational session re: vaccination will need to be taken on unpaid time may also violate our Collective Agreement as well as the Employment Standards Act. We will be taking steps to address these issues.



The EWBT Board of Trustees will be hosting a Virtual meeting – on September 12, 2021 at 1:00 p.m. for all plan members. The Trustees will provide an update on the Trust’s accomplishments and financial health in 2020 and priorities for the coming year.

If you wish to join in, please have a look for the invitation sent to the email on file for the plan member.

Optional SULP for 2021-2022

It is important to note that the SULP days are completely OPTIONAL and there is no requirement for any CUPE Member to take a day off without pay through this program. For those that are approved for SULP, the employer will deduct/remit to OMERS pension contributions for these unpaid days so there is no impact on your OMERS pension.

The 2021-2022 SULP days designated by TLDSB are Friday February 4, 2022 and Thursday June 30, 2022.



Welcome back to school. You’ve got this!

OTIP has your back with insurance coverage, helpful tips and exclusive offers, designed just for you!

You may be most familiar with OTIP (Ontario Teachers Insurance Plan), as the provider of your group health and dental benefits. Did you know that we also offer personal insurance coverage? As members of the Ontario education community, you are eligible for exclusive rates on home and auto insurance. Plus, we offer the added convenience of an in-house claims services. If you are retiring soon, OTIP offers three retiree health, dental and travel insurance plans to choose from. As members of the Ontario education community, you also have access to exclusive contests, promotions and special offers, including Edvantage--your exclusive savings program. Get access to discounts on household brands, travel, financial services and more!

Read on to learn more about what OTIP has to offer you.

Learn more at

<https://www.otipinsurance.com/article123>.

New Affiliation

We are pleased to announce that CUPE Local 997 is now affiliated with the [North Simcoe Muskoka Labour Council](#). This along with our long-standing affiliation with the [Lindsay and District Labour Council](#) will allow us greater opportunity for public outreach and to amplify our member’s voices when it comes to political action including bargaining.