



## Important Dates

1% raise to all pay grids and steps	effective September 1, 2018 and again on February 1, 2019
0.5% raise to all pay grids and steps	Effective August 31, 2019
General Membership Meetings 2016 -2017	<p><b>Saturday October 20 @ 10 a.m. at Muskoka Falls P.S - In the Gym.</b></p> <p>Sat. February 23, 2019 – 10 a.m. @ Archie Stouffer E.S. - Library</p> <p>Saturday May 4, 2019 – 10:am in Lindsay (location TBD)</p>

## Optional Scheduled Unpaid Leave Plan-SULP

*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 more info please click here to have a look at our Fact sheet](#) or by going to [www.cupe997.ca](http://www.cupe997.ca) **Member Resources> Fact Sheets***

## Employee Assistance Program (EAP)

Toll Free – 1-800-268-5211 – a confidential service for CUPE members eligible for Extended Health benefits. Check out the CUPE 997 website for more information at: <https://cupe997.ca/resources/benefits/> scroll down to the bottom for EAP info.

## 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 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.

All Temporary CUPE staff working in long term supply assignments (defined as 12 days of continuous employment in one 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.

## Medical Appointments

There has been some confusion in recent days with members being asked to provide information when booking sick days for the purpose of personal medical appointments. In some instances members have been asked to provide times and locations of appointments when booking planned absences. It is CUPE's position that this is private information. Sick leave for medical appointments may include consideration for travel, waiting and medical preparation or recovery. Sick leave can be deducted in minutes. Members are encouraged to continue to use sick leave appropriately.

**Anyone with questions or concerns regarding their sick leave or returning to work after a medical leave should get in contact with the CUPE office.**

## Personal Compassionate Days / Float Holiday

The "annual" allotment of Personal/Compassionate Days is based on the school calendar year for permanent CUPE staff employees (Sept – August). The "Floating Holiday" is based on the calendar year (Jan to Dec)

The Float or Floating Holiday is taken at the employee's discretion with 2 weeks' notice to the immediate supervisor. The Float day must be scheduled to be used by December 31 of each year as it cannot be carried over.



**SIGN UP FOR OUR NEWSLETTER**

## How Do I Sign Up for Newsletters?

Visit our web site – [www.cupe997.ca](http://www.cupe997.ca) – Pull Down Menu “Sign Up For Updates” and complete the Sign-Up” form OR send an email to [ebulletin@cupe997.ca](mailto:ebulletin@cupe997.ca) with your personal email address (not @tldsb.on.ca) along with your name and worksite. This is an easy way to keep informed!



The September OSBCU Newsletter is available on our website [by clicking here](#) or by clicking the CUPE Education Workers banner at [www.cupe997.ca](http://www.cupe997.ca)



The most recent Education Workers Benefits Trust Newsletter can be found [by clicking here](#) or by clicking the banner at [www.cupe997.ca](http://www.cupe997.ca)

## OMERS Proposed Changes - Update

We reported in our July 25<sup>th</sup> mailing to members personal email addresses that OMERS had proposed some changes to our OMERS pension. The online Webcasts below are offered by OMERS to provide members an opportunity to get more information and ask questions.

September 2018 Online Webinars – Proposed Plan Changes	
<b>Member Webcast #3 (Online)</b> September 11, 2018 12-1pm <a href="#">Register now</a>	<b>Member Webcast #4 (Online)</b> September 13, 2018 12-1pm <a href="#">Register now</a>



## Long Term Disability (LTD)

We previously reported during the summer that our LTD rates were increasing as of September 1, 2018. Please refer to our Summer Updates mailing at: <http://mailchi.mp/044a58aa4737/summer-updates>

OSBCU (Ontario School Board Council of Unions) points out in their most recent newsletter (see facing page) that the submission portion of the RFP process is complete and the process of identifying a new provider should be complete by December 2018. It is expected that a new provincially organized LTD plan will provide relief for our members with respect to their LTD premiums while keeping the safety net of income security in case of illness or injury.

## Upcoming Collective Bargaining

Our current Collective Agreement expires August 31, 2019 – just under a year away. Over the next few months 997 Local Executive will be making our 2019 bargaining survey available all CUPE 997 members. We encourage you to think about items of importance to you that you would like changed in our Local Agreement with the TLDSB.



## 5 Reasons You Should Consider Unplugging

Between texts, emails, phone calls, calendar alerts and notifications from multiple social media platforms, being connected can seem like a full-time job. So much so that it’s easy to forget that an off switch even exists. It’s a good idea to periodically re-evaluate your relationship with technology and consider making the choice to ‘unplug’ yourself from your devices more often.

To learn more, visit [www.otipinsurance.com/article24](http://www.otipinsurance.com/article24)