



## 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

## Retirement Workshops

We are very excited to announce that as part of our association with OTIP we are once again able to offer our members access to retirement workshops hosted by OTIP. [Information on the workshops can be found by clicking here](#) or by going to [www.CUPE997.ca](http://www.CUPE997.ca) and selecting the calendar on the home page.

For those interested in attending, pre-registration is required. Please register at: [www.otip.com/events](http://www.otip.com/events) These workshops are popular and space is limited so register early!

The workshops are as follows:

Date	Location	Time
Mon Feb 25	<a href="#">Muskoka Education Centre - Bracebridge</a>	4:30 to 7:30pm
Tues Feb 26	<a href="#">Haliburton Highlands S.S.</a>	4:30 to 7:30pm
Wed Feb 27	<a href="#">Royal Canadian Legion Branch. 67 12 York Street Lindsay</a>	4:30 to 7:30pm

## Medical Appointments

We have been contacted by a few members advising us that their supervisor/Principal has asked for specific details including the time, location and purpose of a medical appointment when requesting time off work.

We want to confirm for you that CUPE 997 met with Dianna Scates, Superintendent of Human Resources and it was confirmed for us that members should not be asked these questions. It is sufficient to simply request the amount of time you require.

Likewise members should not be asked questions regarding the time / location or type of appointment when requesting Compassionate/Personal time to take a family member to a medical appointment or to the hospital. Please contact the CUPE 997 Office if you are asked these questions.

## Doctor's Notes

Doctor or medical notes are required for absences of five (5) consecutive working days or longer. The employer shall reimburse the employee for the cost, if any of the medical certificate (or note). Please keep your receipts.

## Long Term Disability (LTD)

LTD is a condition of employment with the TLDSB however there are specific, limited situations that can allow a member to terminate coverage as follows: (Contact the CUPE Office for more info) [Click here to review our Fact Sheet](#)

1. 200 calendar days prior to turning 65
2. 200 calendar days prior to being eligible for a 66% un-reduced pension (OCTEA unit only)
3. 200 calendar days prior to retirement \*non-retroactive.

## What to do when buses are cancelled

With winter weather on its way. Please take a minute to review the board's inclement weather procedure so you know what is expected of you when buses are cancelled. Please review our Fact Sheet on the TLDSB Inclement Weather Procedure by [clicking here](#) or by going to [www.cupe997.ca](http://www.cupe997.ca) > Resources > Fact Sheets. Requirements under the board's procedure vary depending on employment status.



**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!

### PLEASE NOTE:

We are approaching the next round of bargaining and unfortunately we will not be able to communicate using the board’s operated email system for some issues. We would encourage you to provide us with your personal email address to allow uninterrupted communication.

## If In Doubt, Fill It Out

[CLICK HERE for step by step Instructions for completing the online Incident Accident/Illness form, Safe Schools Reporting form and/or Use of Physical Intervention Report](#)

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 online Report form” at the earliest possible time following the incident. The form must be completed online.

Steps 1 &2 are required under [TLDSB Policy HR-4208 Incident Accident Procedure](#)

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 a workplace related injury or illness.

If you are discouraged in any way from completing the Incident / Accident form following a workplace injury or incident please contact the CUPE 997 Office.

## OMERS Proposed Changes-Presentation

Wynne Hartviksen, Executive Assistant to the President of CUPE Ontario, Fred Hahn presented to an eager crowd of CUPE 997 members on Saturday October 20 in Bracebridge.

Wynne detailed the main proposed changes to the plan. The following are the major changes being proposed

1. Changes to early retirement provisions such that retiring prior to age 60 would result in a reduced pension.
2. Changes to how your OMERS pension is calculated due to the incoming enhanced Canada Pension Plan
3. Changes to the current guaranteed indexing called “conditional inflation protection”

Attendees were also made aware that we can voice our opposition to the proposed changes by sending a pre written email to the OMERS board by [clicking here](#).

To see the information flyer that was handed out at the meeting please [click here](#).

To review the information on the CUPE Ontario website <https://cupe.on.ca/omers-guaranteed-indexing/>



## How a car accident can impact your insurance premiums

Car accidents can happen to anyone on the road, even great drivers. Whether it’s a sudden stop causing a fender bender or failure to break at a red light, accidents happen and can impact your insurance premium.

To learn more, visit [www.otipinsurance.com/article28](http://www.otipinsurance.com/article28)