

October / November 2019 Newsletter

CUPE

Local 997

Canadian Union of Public Employees Local 997
Box 183 Bethany, ON. L0A 1A0
Toll Free: 1-844-934-2997 Phone: [705-934-2997](tel:705-934-2997)
Fax: [1-866-742-1741](tel:1-866-742-1741) email president@cupe997.ca
www.cupe997.ca



We hosted 2 Pizza and Pickets parties on October 2 and 60 members answered the call at both IEWSS and BMLSS to help decorate our placards. Thank you

Important Dates

October 26, 2019	Regular General Meeting From 10am to 12pm
Archie Stouffer E.S. - Minden	Central Ratification Vote From 1pm Registration from 12:20pm Click here for flyer
November 19, 2019	First day of local bargaining between L997 and TLDSB
November 14, 2019 4:30 to 7:30pm	OTIP Retirement Workshop Days Inn Lindsay. Pre-registration required
April 9, 2020 4:30 to 7:30pm	OTIP Retirement Workshop Muskoka Ed Centre Pre-registration required
April 15, 2020 4:30 to 7:30pm	OTIP Retirement Workshop Days Inn Lindsay. Pre-registration required
Saturday February 22, 2020 10am to 12pm	General Membership Meeting Location to be determined
Saturday May 2, 2020 10am to 12pm	General Membership Meeting Lindsay Adult Education Centre - Lindsay



RATIFICATION VOTE

October 26, 2019 @ 1pm

On Saturday October 26 CUPE Local 997 will be hosting our **Regular General Meeting** at Archie Stouffer E.S. in Minden from 10am to 12pm.

Following the General Membership meeting, starting at 1pm we will be hosting our **Central Tentative Agreement Ratification Vote Meeting**. Members in attendance will have the opportunity to have the Tentative Agreement presented, ask questions and get answers.

Following the Q&A members will vote on the Tentative Agreement.

Note 1: Only those members in attendance will be able to vote.

Note 2: Members are welcome to attend both meetings (Regular General Meeting and the Ratification Vote) or just attend one or the other.

Please organize carpooling with your coworkers.



Are you thinking of retirement in the next 5 years?

Come out to one of our Retirement workshops hosted by OTIP. See the Important dates across the page for the dates or [click here](#) to download the flyer.

Preregistration is required and space is limited so please register early online at <https://www.otip.com/events>

The flyer can also be downloaded from our webpage at www.cupe997.ca



Take the OMERS Survey. **Survey closes Oct 25.**
Click the graphic above to take the survey

CUPE Ontario would like to draw your attention to the OMERS Member Engagement Survey that OMERS emailed out last week.

CUPE Ontario has some serious concerns with the survey design, such as overly restrictive response options, which we will be communicating to OMERS. We are also troubled that some of the questions appear to address pension plan design rather than administrative concerns and members' experiences.

In our view, the OMERS Sponsors Corporation—where unions and employers collectively make decisions about the OMERS plan design—is the proper forum to discuss plan design (i.e. benefit and contribution) issues.

We are also aware that OMERS and/or employers may try to use the data gathered from this flawed survey to justify their ongoing push for cuts to your pension. It was only last year that we defeated yet another effort to remove guaranteed indexation (i.e. cost-of-living increases) from OMERS pensions. We expect these efforts to continue and we will continue to fight for our members' best interests.

Despite these concerns, we are urging CUPE-represented OMERS members to complete this survey and to voice their opinions.

We would draw your attention to the "Two things I like most about my OMERS pension" question (towards the end of the survey). One potential answer to this question is "My OMERS pension protects me against cost-of-living increases."

There are also open-ended sections where members can tell OMERS what they have told CUPE for years: the secure, defined benefit nature of OMERS and the fact that the plan is fully protected from inflation with guaranteed cost-of-living increases are incredibly important to hard-working CUPE members.

You can take the survey by following this [link](#).

When do our members get Overtime?

Some members have questions about when they qualify for overtime pay. The answer depends on which job classification you are in.

All* Custodians and Maintenance members are entitled to Overtime for all time worked beyond 8 hours per day Monday to Friday

All* OCTEA members are entitled to Overtime for all time worked beyond 7 hours per day Monday to Friday.
**includes all supply, casual, temporary and permanent staff*

All time worked on Saturday is paid at 1.5 times the regular rate of pay for all hours worked. Double time is paid on a Sunday and Statutory Holidays.

Temp EAs on a PA day

Temporary EAs are defined as Educational Assistants that have an assignment or "LTO" contract to work at a worksite for a period of time. i.e. not working as supply on a day to day basis.

All temporary EAs where the contact or assignment includes a PA day can attend and be paid the PA day for the full 7 hour day regardless of the normal hours of the assignment.



Not sure what to do if you get into a car accident? Follow these 5 steps

It's just another day and you're driving to work, picking up your kids, buying groceries, or visiting family when it happens—a car accident. After screeching to a halt, your adrenaline is pumping, your heart is racing, and your palms are sweating. When you're in a panic it can be tricky to know what to do. By reviewing these steps now, you'll be ready to jump into action if the time comes.

To learn more, click here:

www.otipinsurance.com/article48

