



Important Upcoming Dates

1% raise to all pay grids and steps	effective September 1, 2020 All members should have received a retroactive pay of 1% on all wages earned during the 19-20 school year on July 31.
General Membership Meetings 2020-2021	Sat. October 17 @ 10 a.m. Sat. Feb 20, 2021 – 10 a.m. Sat. May 1, 2021 – 10 a.m. All meetings will be held via Zoom during this school year. Information on registration will be sent in advance of the meetings.

Optional Sulp for 2020-2021

*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.*

The days the TLDSB has selected this year are Tuesday February 2 and Tuesday June 29.

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 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.

Sick Leave Top up

Permanent Members that exhaust their 11 sick days in a school year are sent an email through the Employee Services department. Currently the email notes when the 11 sick days have been exhausted, any left-over sick days from the last school and how many days can be used to top up the Short Term Disability (STD) days from 90% to 100%. The email also advises members that they can request the use of up to 2 Personal days to top up an additional 20 days of STD from 90% to 100% pay.

The Employee Services Department has notified the Local that effective October 1, 2020 the email will no longer advise the member of their right to request personal days for top up purposes. Members should know however that the right to request the use of up to 2 personal days remains in place.

CUPE Professional Development Fund

Are you interested in taking a course or participating in a workshop? Permanent and Temporary CUPE Members can participate in self-directed PD for personal or professional growth and can apply to the CUPE PD fund for reimbursement. In most cases release costs will come from the PD Fund so you can take the time off work without pay implications. The CUPE PD Fund Guidelines, Fact Sheet and Application Forms can be found on our webpage at: www.cupe997.ca > Resources > PD Fund or www.cupe997.ca/resources/pd-fund/

COVID-19 Updates

The TLDSB has posted information on their website that shows confirmed COVID-19 Cases, Closed Classrooms and Closure status of the school. This can be found at: <https://www.tldsb.ca/covid19-advisory/>

Surgical Masks in TLDSB recalled



The masks shown in the picture above were treated by the manufacturer with a chemical known to be a carcinogen in humans. TLDSB had recently purchased this type of mask.

CUPE notified the TLDSB about our safety concerns and were subsequently advised that the masks have been recalled from schools.

The Board has let us know of 1 school where the masks were distributed but don't believe this mask type was provided to CUPE staff.

If however you feel that you were issued one of these masks please talk to your supervisor and get in touch with the Union office regarding next steps.



The board continues to update their Return to School Plan posted on ourdock. We highly recommend that you become familiar with it and revisit the site regularly as the plan evolves and is updated. The plan is available on www.ourdock.ca or by clicking [HERE](#).

Clicking the link above will take you to the main RTS plan from which there are many subdocuments with links embedded into the document.

NEW: Supply staff Call-in Cancellation Notice Requirements

As a result of local negotiations supply staff that are called to a school in error must receive a minimum of 1.5 hours' notice if the assignment is cancelled. This has been increased from 1 hour notice.

Article 10.06 states:

"If a Casual employee has been either called out in error, or the assignment has been cancelled without the Casual employee having received a minimum of one and a half (1.5) hours' notice prior to the scheduled commencement of the assignment, the Casual employee, upon reporting for duties, shall be assigned duties for a minimum of fifty percent (50%) of the scheduled call-in shift at the appropriate hourly rate of pay. It is understood that this does not apply in the case of inclement weather.

Notwithstanding the above, this article does not apply as a result of an unforeseeable event or circumstance beyond the Board's control."

Examples of events that would be unforeseeable would be a fire, water main burst, closed school.

Don't make these 5 common renovation mistakes!

Renovating can make your home or office feel fresh, new and inviting. It's an exciting opportunity to dream about your ideal space and make it a reality. If you're going through the time, effort and expense to renovate, make sure you do it right the first time around by avoiding these five common mistakes.

Learn more at www.otipinsurance.com/article83

