



IMPORTANT UPCOMING DATES

General Membership Meetings 2021-2022	Sat. February 26, 2022 – 10 a.m. Sat. April 30, 2022 – 10 a.m.
Last Day to complete the CUPE 997 Bargaining Survey	Deadline extended to Monday December 13 at 5PM (see pg. 2)



CUPE PROFESSIONAL DEVELOPMENT FUND

Are you interested in taking a course or participating in a workshop? CUPE Members can participate in self-directed PD for personal or professional growth and can apply to the CUPE PD fund for reimbursement. Our Guidelines and Fact Sheet are available on our website at: www.cupe997.ca > Resources > PD Fund or www.cupe997.ca/resources/pd-fund/ or by contacting the CUPE Office.

LONG TERM DISABILITY (LTD) TERMINATION

LTD is a condition of employment for permanent status employees with the TLDSB however there are specific, limited situations that can allow a member to terminate coverage and the associated premiums as follows:

[Click here to review our Revised Fact Sheet](#)

You may be able to terminate LTD coverage and premiums if you are within:

1. 200 calendar days prior to turning 65
2. 200 calendar days prior to being eligible for a:
 - I. 66% (OCTEA unit only) un-reduced pension
 - II. 60% (CM unit only) un-reduced pension.
3. 200 calendar days prior to retirement *non-retroactive.

For more information, please review our Fact Sheet and contact the CUPE Office.

EMPLOYEE ASSISTANCE PLAN (EAP)

The EAP provides immediate and confidential help for you and your dependents for a host of services some of which are listed below. Services can be accessed in person, over the phone, via text or through a variety of other options.

- Achieve Well Being
- Manage relationships and Family
- Find child care and elder care resources
- Get legal advice
- Get financial guidance
- Deal with workplace challenges
- Tackle addictions
- Improve nutrition
- Focus on your health

Click on the following links for more info or call: 1-844-880-9142

All EAP services are completely confidential, voluntary and offered at no extra cost to you.

[EAP information Flyer](#) Or visit our website under Group Benefits

<https://www.workhealthlife.com/>



OSBCU (ONTARIO SCHOOL BOARD COUNCIL OF UNIONS)

OSBCU has posted their 1st Quarterly Newsletter. To review the Newsletter, click [HERE](#) or go to our website > News > OSBCU Updates.



NDP Education Critic Marit Stiles speaks to delegates at the OSBCU Bargaining Conference Dec 3, 2021

OSBCU held their 2021 Bargaining Conference Friday – Sunday December 3-5th in Richmond Hill. CUPE 997 delegates Lianne Barley, Tracey Benson and William Campbell attended. The Conference covered items including:

- Mobilization and Member Engagement
- Current Bargaining and Political Climate
- Presentation, Debate and Vote re Central Bargaining Priorities which the delegates passed almost unanimously.

PROPOSED 2022-2023 SCHOOL YEAR CALENDAR

Staff, parents and community members are invited to review and comment on the proposed 2022-2023 TLDSB school year calendar. The calendar notes the placement of the Board Instructional Holidays, school break periods and the 7 PA days.

Deadline to submit comments is January 31, 2022.
<https://www.tlidsb.ca/about-us/school-year-calendar/>

BARGAINING SURVEY

DEADLINE TO COMMENT EXTENDED TO MON. DEC 13

We have had a good response so far to our survey but we want more of your ideas and thoughts. If you want changes made to our Collective Agreement going forward and you have not yet completed the survey or if you have additional ideas to add please take this opportunity to let your Bargaining Team know. The Survey can be found by clicking [HERE](#). The final deadline to complete the survey is Monday December 13th at 5PM.

TAKE YOUR FLOAT DAY BEFORE DECEMBER 31/21

The 2021 Floating holiday for permanent staff must be taken prior to the end of the calendar year as it cannot be carried forward. If it is not taken prior to December 31 the day is lost. The Float Day must be entered by the member. Payroll will not be entering the day for you. Please refer to our recent mailing about this issue at: <http://mailchi.mp/cupe997/urgent-re-your-float-holiday>



THINKING OF RETIREMENT IN THE NEXT 5 YEARS?

OTIP continues to offer our members virtual Retirement Webinars at no cost.

The retirement webinar is a free, approximately 90-minute online session where you'll learn valuable information about planning for retirement and your health, dental and travel insurance options. Certain webinars include financial planning help too, so look for those if you're interested.

To sign up for a webinar click:

<https://www.otip.com/Retirement-Workshops>

OTIP also offers a wide range of retirement planning resources that can be found at:

<https://www.otip.com/For-Retirees/Retirement-Planning-Resources>