



## LONG TERM DISABILITY (LTD) TERMINATION

LTD is a condition of employment for eligible 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 contact the CUPE Office.

## CENTRAL RATIFICATION RESULTS

	Total Votes Cast	For	Against
Province	41559 (76% voted)	30330 (73%)	11229 (27%)
Local 997	635 (81% voted)	413 (65%)	222 (35%)

CUPE members have voted to ratify the Tentative Central Agreement. The school board Trustees now must vote to ratify the agreement. This must be completed by December 19, 2022.

## PAID DAYS OVER XMAS BREAK FOR 10-11 MONTH STAFF

DATE ASSIGNED TO PAID HOLIDAYS	EDUCATIONAL ASSISTANTS	10/11 MONTH OFFICE CLERICAL
Dec 26	Christmas Day	Christmas Day
Dec 27	Boxing Day	Boxing Day
Dec 28 *perm only	Float Day	Float Day
Dec 29		
Dec 30	New Year's Day	New Year's Day
Jan 2-Jan 6	Layoff – no pay	Layoff – no pay

### \*FLOAT DAY

Permanent employees that have not used their 2022 paid Float Day must enter it into Atrieve ASAP. 10-month staff should use the Atrieve code "Float Payout on Unpaid Day"

**\*TWO HALF DAY PAID HOLIDAYS** – we continue to work with the Board to determine when the 2 half days will be observed. We expect this to be resolved soon.

## IMPORTANT UPCOMING DATES

Next dates for Local Bargaining	December 14, 2022 January 12, 2023 February 1 & 15, 2023 March 21&22, 2023
General Membership Meetings 2021-2022	Sat. February 25, 2023 – 10 a.m. Sat. May 6, 2022 – 10 a.m.



## 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](http://www.cupe997.ca) > Resources > PD Fund or [www.cupe997.ca/resources/pd-fund/](http://www.cupe997.ca/resources/pd-fund/) or by contacting the CUPE 997 Office.

## RECORD OF EMPLOYMENT (ROE)

The final pay of 2022 will be Dec 30, 2022. Payroll has confirmed that ROEs will be electronically submitted to service Canada on January 3, 2023, for all members laid off over the Christmas break.

## LOCAL BARGAINING

At this point we have had 3 days of direct local bargaining with the employer. Future dates are scheduled and noted in the Important Dates section (top left). We have tabled some substantive bargaining proposals that if successful will improve the working conditions of our members in many ways, however the Board wishes to discuss strips to our agreement. We ask for your patience as we attempt to achieve the best possible Collective Agreement for you, for the next 4 years.

## RETROACTIVE PAY

All members will be entitled to receive full wages lost because of the 2-day political protest on November 4-7. Full wages for these two days and retro pay (back to September 1, 2022) for the negotiated wage increase of \$1 per hour are required to be paid to members no later than 30 days following ratification of a local Collective Agreement.

As noted under Local Bargaining heading above, your local Bargaining Committee is working hard to achieve the best agreement for our members.

## RESISTING RUST



While road salt helps drivers get safely from one place to the next by keeping streets clear of ice and snow, repeated exposure can leave your vehicle vulnerable to rust. If not correctly taken care of, rust can cause significant damage to your vehicle and pose serious safety risks. Here are 5 things you can do to protect your vehicle from rust damage this winter. Read more at [www.otip.com/article156](http://www.otip.com/article156).

## INJURED AT WORK? IF IN DOUBT FILL IT OUT

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 Report form” at the earliest possible time following the incident.

Both steps are required under Board Procedure

**All CUPE MEMBERS** should be aware that filling out the TLDSB Incident/Accident form does not start a WSIB claim. It is only when the Member loses time from work because of a workplace incident / accident, or the Member seeks medical attention from a medical practitioner (not First Aid) as a result of a workplace incident / accident that the WSIB process starts.

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. Taking this action will protect you in case your injury becomes a bigger problem that you believe it will at the time of the injury.

The employer is responsible to arrange and pay for transportation to medical care, if needed. The employer is also required to pay a worker’s wages for the day of injury if you leave early due to the injury or illness.

Please contact the CUPE 997 Office if you require clarification on any of the points made above.

## PERSONAL CELL PHONES AT WORK

We have received several inquiries regarding school/work use of member’s personal cell phones.

You are not required to provide your personal cell # to parents or students and in fact this practice is not recommended.

For internet security reasons, the Board will, in 2023 be implementing a multi factor authentication process for logging into Board technology. This authentication process can use a cell phone, but members are not required to use their personal cell phone for this purpose either. The Board will provide employees a usb fob for authentication.

The use of your individually owned cell phone is at your discretion only.