



Important Upcoming Dates

<p>\$1.00 raise to all pay grids and steps</p>	<p>effective for all hours worked on September 1, 2023 and after This is the second of four \$1.00/hour raises from our Collective Agreement which expires August 31, 2026. There will be \$1.00/hr increases on September 1 of 2024 and 2025.</p>
<p>General Membership Meetings 2023-2024</p>	<p>Sat. October 14, 2023 @ 10 a.m. Sat. February 24, 2024 – 10 a.m. Sat. May 4, 2024 – 10 a.m. This year our General Membership Meetings will be held virtually through Zoom. Information on meeting registration will be sent in advance of the meetings.</p>

NEW: Float Days

Float Days or Floating Holidays are 2 paid days each calendar year (January 1 to December 31) that our permanent staff can take a paid day off work without providing a reason. These days are at your discretion provided you give 2 weeks notice.

Float days can be taken together, separately, added to long weekends, taken over the Christmas break and can be added to the Short Term Leave of Absence (OCTEA Article 19.02).

One Float day is in lieu of National Day for Truth and Reconciliation meaning that our permanent members will not have September 30th off as a paid holiday (unless your Float day is scheduled for this day).

Please be aware that both Float Days **must** be used prior to December 31 of each year otherwise you risk losing access to the paid day off.

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 for compassionate reasons, 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.

More information on our sick leave plan can be found by clicking [HERE](#)

NEW – Some Job Security for members working in LTO positions.

For all temporary (CM and OCTEA) staff filling a long term position that has an end date. With the new Collective Agreement - if the assignment ends earlier than expected, our temporary staff are now to be provided, at a minimum, 2 days' notice with pay.

L10.07 "In the event that the assignment of an employee filling a long-term assignment is to be terminated prior to the originally scheduled termination date, the employee will be given a minimum of two (2) working days' notice, or two (2) days' pay in lieu of notice.

During the notice period, it is understood that the employee may be reassigned to other available comparable work at the same number of daily hours including supply coverage at a worksite that the employee has previously agreed to work."

Employee Assistance Program (EAP)

A confidential service for CUPE members eligible for Extended Health benefits.

Let us help 

Access your Employee and Family Assistance Program (EFAP)
24/7 by phone, web or mobile app.

1.844.880.9142 / TTY: 1.877.338.0275
www.workhealthlife.com

Your EAP provides you and your family with immediate and confidential support to help resolve work, health, and life challenges to improve your life. Let Lifeworks help you find solutions so you can reach your goals at any age or stage of life. Your EAP helps millions of people worldwide live healthy, happy, and productive lives.

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/

When are your paid breaks scheduled?

For our OCTEA members, your 15-minute paid breaks cannot be scheduled during the first or last hour of your shift unless you agree.

The paid breaks are included in your paid hours of work. In other words, if you are paid a 7 hour shift, your actual working hours are 6.5 hours, due to the 2 paid 15 minute breaks.

Feeling refreshed for a new school year



Summer break is an excellent time to refresh yourself for the next school year. It's also an ideal time to align your goals, including those that support your health, wellness, and financial security. Let OTIP help you with that!

Read more at www.otip.com/article168.
#OTIPUpdate

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.

If you are in one of the situations noted above or for more information contact the CUPE Office.