



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 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.

DO YOU NEED ASSISTANCE?

Don't hesitate to contact the 997 Office – **705-934-2997** or by fax: **1-866-742-1741** or contact your Chief Steward for assistance regarding our collective agreements or TLDSB Procedures.

Don't hesitate to contact us via Board Email or our CUPE e-mail addresses:

Chief Stewards:

Larry Brown - Custodial Chief Steward
custodian@cupe997.ca

Russ Crozier - Maintenance Chief Steward
maintenance@cupe997.ca

Vanessa Gonsalves - Office, Clerical Chief Steward
clerical@cupe997.ca

Debbie Gillan - Educational Assistant Chief Steward
ea@cupe997.ca

Lianne Barley - Vice President
vicepres@cupe997.ca

CUPE Local 997 Office – 705-934-2997

William Campbell ~ President
president@cupe997.ca

IMPORTANT UPCOMING DATES

Book your Float days	Permanent employees must book and take their Float days by December 31 of each year as the Float days cannot be carried over into the next calendar year.
General Membership Meetings 2024-2025	Saturday February 22, 2025 Saturday May 3, 2025 Meetings start at 10:00 AM and are held via Zoom



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. This can include coverage when the course falls during your workday.

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 997 Office.

RECORD OF EMPLOYMENT (ROE)

The final pay of 2024 will be Dec 27, 2024. Payroll has confirmed that ROEs will be electronically submitted to service Canada on January 9th and 10th, 2025, for all members laid off over the Christmas break.

HOW TO PREPARE FOR A SAFE WINTER ROAD TRIP



Winter road trips offer breathtaking scenery, but conditions can sometimes be less than perfect. According to the National Collision Database, nearly 30 percent of collisions happen on wet, snowy, or icy roads in November, December, January, and February. Whether you're driving up to the cottage for a cozy weekend away or visiting family or friends in another city or province, be sure to keep these winter safety tips top of mind.

Read more at www.otip.com/article188. #OTIPUpdate

*Insurance built for all members of the education community. Get personalized service, exclusive discounts on car and home insurance, and a **\$20 gift card of your choice** when you get a quote. [Get a quote online](#) or call 1-888-892-4935 and mention this offer.*

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.

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

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.

CUPE OFFICE SHUTDOWN

The CUPE 997 Office will close over the Christmas break and response times will be delayed. If you have an urgent issue, please contact your Chief Steward as noted above.

SUPPORT FOR YOUR MENTAL HEALTH

<https://www.otip.com/otip-wellness-programs>

In partnership with leading mental health experts, we are proud to provide **our members and their eligible dependents** with access to a meaningful evidence-based digital program through **Starling Minds**.