



CUPE

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.

If any of the 3 options listed above apply to you, contact the CUPE 997 office for the forms to complete.

DO YOU NEED ASSISTANCE?

Don't hesitate to contact the 997 Office – **705-934-2997** 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:

Paul Golding - 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

Special Membership meeting – Nominations for Local President with possible election to follow.	Saturday January 10, 2025 Zoom meeting registration link will be sent out in early January
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 even include coverage when the course falls during your workday.

Our Guidelines, Fact Sheet and application form 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.

Winter-proofing 101: Ways to prepare your home for the cold



As winter approaches, Canadians understand that while the beauty of snow-covered landscapes is enchanting, it also brings the challenge of keeping our homes safe and warm. Cold weather can present significant risks to both property and personal safety. From freezing temperatures to heavy snowfall, it's important to prepare your home for the upcoming season. Here's a handy checklist of cold weather safety tips to ensure you're ready for the winter months.

Read more at www.otip.com/article197. #OTIPUpdate

Celebrate the holiday season with a bonus offer!

For the month of **December**, receive a **\$30 gift card** when you get a car, home, or leisure insurance quote. [Get a quote](#) or call 1-888-892-4935 and mention this offer.

UPDATES FROM OSBCU

[Inside the Fight: OSBCU Information Hour Webinars](#)
1-hour sessions to help you keep informed and clear about ramping up to bargaining in 2026. To register for a webinar click the link above. To view the flyer click [HERE](#).

HOLIDAY TALK

To support members to support meaningful conversations over the holiday season and beyond. [THIS FLYER](#) is designed to help members talk with family, friends, and the broader community about the realities facing education workers and public education in Ontario.

Below are a couple of links to an article re underfunding and EQAO scores and a link to a member video about lack of funding and staff to properly and safely support students

- [Ontario's education unions say funding will mitigate violence crisis, low test scores](#)
- [Education Worker Tammy Graham shares a powerful and deeply concerning story resulting from lack of staff](#)

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.

THE COST OF SILENCE (underreporting at work)

- Unsafe working conditions perpetuate
- Accurate Data disappears
- Colleagues assume they are alone
- Legal and employer protections are undermined

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**.