



Important Upcoming Dates

<p>\$1.00 raise to all pay grids and steps</p>	<p>effective for all hours worked on September 1, 2024 and after This is the 3rd 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, 2025. This applies equally to all wage grids and steps.</p>
<p>General Membership Meetings 2024-2025</p>	<p>Sat. October 26, 2024 @ 10 a.m. Sat. February 22, 2025 – 10 a.m. Sat. May 3, 2025 – 10 a.m.</p> <p>Our General Membership Meetings will be held virtually through Zoom. Information on meeting registration will be sent in advance of the meetings.</p>

Remember Your 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).

Float Days must be taken prior to December 31 of each year as you cannot carry them over into the new calendar year.

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](#)

Updated Wage Grids.

In the Spring, the Provincial Government provided School Boards with additional funding to compensate Education Workers for years of artificially reduced pay raises. As a result not only did our members receive retroactive payments, but the hourly wages were incremented from 2019 to current, permanently increasing our hourly pay.

Updated wage grids are available following the Bill 124 remedy.

You can download the updated 2022-2026 Wage Grids at the following links:

- [Custodial Maintenance 2022-2026 Grids](#)
- [Office Clerical Technical / EA 2022-2026 Grids](#)

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

CUPE Vacation Excess Bank

For those members that have Excess Vacation Banks, remember that this is the last school year you have to take the paid vacation.

Have a look at your paystub. On the right side near the top you will see a box titled "STORAGE BANKS ACCRUALS" Those members that have this excess vacation will see a line item called CUPE Vacation Excess. These hours must be taken on or before August 31, 2025.

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.

Starting the new school year off strong and supported



Welcome back to another school year! We hope you're feeling refreshed and inspired after the summer break. Now is an ideal time to reflect on your accomplishments and plan for the future, both personally and professionally. We want to reassure you that our team is committed to supporting your health, wellness, and financial security so you can thrive in your pivotal role within the education community. You may be most familiar with Ontario Teachers Insurance Plan (OTIP) as your group benefits provider, but did you know that we also offer personal insurance coverage?

Read on to learn more about what we're proud of at www.otip.com/article185. #OTIPUpdate

*As our way of saying thank you for getting an auto and/or home insurance quote, we'll send you a \$20 gift card of your choice. Plus, when you get a quote throughout September and October, you'll be automatically entered into our Back to School Bonus Contest for a chance to win \$1,000 cash! [Get an online quote](#) or call 1-888-892-4935 and **mention this offer.***