

AN IMPORTANT MESSAGE FOR MEMBERS

The power of a Union comes from the collective action of its members. I am asking all members to make **violence awareness** a priority starting now. Recognize the violence in our workplaces and treat it as such. **REPORT** any and all incidents as you were instructed on the PD Day last March. **Remember** to keep the **Union** informed and ask for assistance if you are met with resistance in any way at your workplaces.

Office Phone: 519-679-4186

Email: cupelocal4186@gmail.com

INCIDENT REPORTS

Behaviour Safety Plans (Safe Physical Intervention Report)

If you work with a student who requires intervention for safety reasons, ask to see the Behaviour Safety Plan and ensure it is updated on a regular basis when circumstances change. Any potential need for physical intervention should be in writing on the form. If you have yet to see such a plan for a student you support, contact the office immediately and/or email your supervisor asking for the plan (and cc ismith@ldcsb.ca)

If you have to use any physical intervention with a student you support, please insist that a **Safe Physical Intervention Form** be completed or notify Irene Smith right away.

SWEARING • SHOIVING • SPITTING • HITTING • BITING • KICKING • SLAPPING • PUNCHING • GRABBING Violence at Work - It's Not Okay

No one should have to face violence at work, yet everyday this is a reality for CUPE members working in schools, hospitals, social services and many other public services across Ontario. Workplace violence is on the rise and it affects us all. It will take all of us working together to stop it. CUPE Ontario's Health and Safety Committee is calling on the Provincial Government to take action now. You can help by visiting the CUPE 4186 or CUPE Ontario websites and completing a survey, sending a postcard to your MPP or sharing your story of violence in your workplace.



Continuing our exclusive
partnership with OTIP!



For more information and to learn about the discounts available to you, including up to 50% off your home insurance*, visit otipinsurance.com/CUPE-Save or call 1-888-892-4935.

*Restrictions may apply, contact us for details.



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PERSONAL LEAVE

Prior to considering or requesting a personal leave, it is your responsibility to read **Article 27.10 in the Collective Agreement** and get clarification for any questions you may have. Please do not wait until it is too late to find out information that could affect your work location upon return from your leave.

LOCAL EXECUTIVE CONTACT INFO

Cellphone number
519-318-4186

President
Irene Smith

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Secretary Treasurer
Lillian Gould
lgouldcupe4186@gmail.com

Sergeant-At-Arms
Scott Shute
scottshute.ss@gmail.com

SPECIAL NOTICE

If you were employed by the London District Catholic School Board between the dates of September 1, 2012 and August 31, 2014 and your Union was the Canadian Union of Public Employees Local 4186, you are eligible to share in the financial settlement reached by CUPE for the breach of your Charter Rights. The fastest way to find out if you are on the list to receive compensation is to visit our website: bill115.cupe.on.ca

Deadline to receive Correction Request is November 10, 2017

LIEU TIME

The Collective Agreement for CUPE Local 4186 does not include Lieu Time. If your supervisor requires you to work beyond the regular paid day, the process to be followed involves additional pay in accordance with **Article 24: Overtime or Article 21.06 (a)**. As a member of Local 4186, if you choose to work for free or agree to work for time in lieu, you are compromising the integrity of the Collective Agreement and making it that much more difficult for other members to say "no thank you" when such demands are made of them. Follow the Collective Agreement and let the employer bring Lieu Time to the table next negotiations.



Meeting Attendance Incentive

SEPTEMBER'S WINNER
CONGRATULATIONS!



NEXT GENERAL MEETING

October 14th
at the Local 4186 Office

UPCOMING CUPE EVENTS

2017 CUPE Retirement Banquet
& Christmas Party
Saturday, November 18, 2017
Polish Hall



2017 CUPE
Childrens' Christmas Party
Sunday, December 10, 2017
Polish Hall



****Look for information and registration forms from your Key Person and on the CUPE 4186 website.**

STEWARDS COMMITTEE INFORMATION

Patty Kleber	Chief Steward		pattykleber@gmail.com
Irene Smith	President		cupelocal4186@gmail.com
Patrick Gosling	Charge Custodian	St. Anthony	pgoslingcupe@gmail.com
Caroline Hall	Educational Assistant	St. Robert	liverpoolsj14forever@rogers.com
Andre King	Charge Custodian	Msgr J. H. O'Neil	k_king@bell.net
Alexandra Milliken	Early Childhood Educator	St. Nicholas	alexmillikencupe@gmail.com
Debbie Popovic	Librarian	Sir Arthur Carty	debbie.popovic@rogers.com
Danielle Powell	Educational Assistant	Holy Family, Ln	daniellepowellcupe@gmail.com
Scott Shute	Charge Custodian	St. Mary's Choir	scottshute.ss@gmail.com
Jan Sochacki	Custodian	CCH	ruonline@rogers.com

Union Management Committee

Neil Cunningham
Andre King
Patty Kleber
Irene Smith
Patrick Gosling
Jan Sochacki
Alex Milliken (alt.)

Education Committee

Danielle Powell
(Chair)
Jillian Graham
Patty Kleber
Irene Smith
Jan Sochacki
Linda Britton
(Retiree)

Good and Welfare Committee

Danielle Powell
Linda Britton
(Retiree)
Eileen Crowe
(Retiree)

Bylaws Committee Members

Patty Kleber
(Chair)
Lillian Gould
Alex Milliken
Danielle Powell
Irene Smith

Political Action Committee

Jan Sochacki
(Chair)
Caroline Hall
Andre King
Patty Kleber
Alex Milliken
Danielle Powell
Irene Smith
Anne Murphy
(Retiree)

Joint Occupational Health & Safety Committee

Lillian Gould
Patti Rabaey
Alex Milliken
Scott Shute (alt.)

Early Intervention and Return to Work Committee

Jennie Gosso-Martz
Scott Shute
Danielle Powell (alt.)

Communications Committee

Danielle Powell
(Chair)
Anne Murphy
Irene Smith

Social Committee

Andre King
(Chair)
Danielle Powell
Irene Smith
Linda Britton
(Retiree)
Eileen Crowe
(Retiree)

Joint Job Evaluation Committee

Patty Kleber
Irene Smith
Warren Stone
Andre King (alt.)
Alex Milliken
(alt.)

Equity Committee

Patrick Gosling
Alex Milliken
Danielle Powell
Irene Smith

Committees
that make a difference