

Congratulations!

As announced at the General Membership Meeting in June, Irene Smith is retiring as President of Local 4186 at the end of October.

On behalf of all Local 4186 members, the Communications Committee extends our best wishes to Irene, and we are excited about her new journey.

Thank you for your guidance, support, and commitment to ensuring our work sites throughout the LDCSB are places where the work we do is respected and recognized for its many contributions.

Your encouragement and empathetic leadership helped us throughout the pandemic and strengthened our resolve to recognize the importance of engaging in the work of the Union. Thank you for advocating with and for us.

Congratulations and all the best as you enter retirement!



Local Executive Contact Information

Cellphone Number: 519-318-4186

President

Vacant / pres.cupe4186@gmail.com

1st Vice President

Vacant

2nd Vice President, Communications

Danielle Powell / daniellepowellcupe@gmail.com

2nd Vice President, Political Action

Lori Berry / berrylori6@gmail.com

2nd Vice President, Social

Andre King / andreking228@gmail.com

Chief Steward

Patty Kleber / pattykleber@gmail.com

Recording Secretary

Alexandra Milliken / alexmillikencupe@gmail.com

Secretary Treasurer

Caroline Hall / liverpoolsj14forever@rogers.com

Sergeant-At-Arms

Stasha Medeiros / stashamedeiros@hotmail.com

Looking Ahead

General Membership Meeting

Saturday, November 13 / 9:30 a.m.

General Membership Meeting

Saturday, December 11 / 9:30 a.m.

General Membership Meeting

Saturday, January 15 / 9:30 a.m.

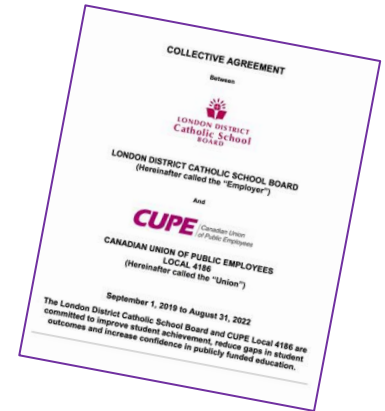


CUPE LOCAL 4186

CANADIAN UNION OF PUBLIC EMPLOYEES

A Message from the Chief Steward

The Stewards Committee and I always hear from members who want to file grievances. Before the paperwork can be submitted to the Employer, there are steps that have to take place first. If you feel a violation has occurred, then you need to tell your supervisor within 10 working days when you have a complaint. We tell people to do this via email so there is a written and dated account. If that does not rectify the issue, then a Steward will begin the grievance paperwork for you to sign. This is also has timelines attached to it. The paperwork has to be forwarded to the Employer with 20 working days from when you had the discussion with the Supervisor about the violation.



From there, all the parties must meet to discuss the merits of the grievance. This is called the Step 2 Grievance meeting. The Employer has 10 working days to respond to you and the Union about the matter. If it is denied, we move to Step 3 of the process. The grievance is once again argued in front of the Employer by one of our Stewards. The Employer has 10 days to respond.

One thing to keep in mind when you want to file a grievance, is the timelines attached to this Article. Members must follow them; the Union has to follow them and so does the Employer. If an Article is violated and it affects you, please call the office or one of our Stewards. Do not delay. Timelines are very important. All of this information can be found in our Collective Agreement under Article 15.

In Solidarity,

Patty Kleber
Chief Steward

5 Things You Can Do Now To Prepare Your Home For Winter from OTIP



Now that fall is officially here, many Canadians are busy enjoying all that the season has to offer. Between admiring the colour-changing leaves on a cool evening stroll and baking pies made with freshly picked apples, prepping for winter may be at the bottom of your fall to-do list. However, using the last of the year's warmer weather to prepare your home for winter cold could spare you a lot of trouble

once the weather starts to turn. Here are five things you can do in the fall to get your home ready for winter. Learn more at <https://www.otipinsurance.com/article126>.

Have Questions/Concerns?

DON'T save them up!

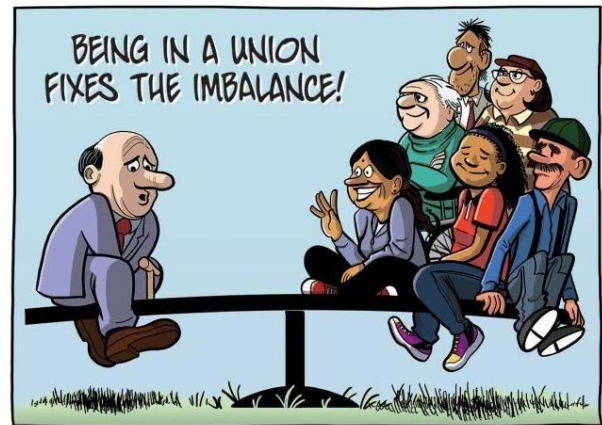
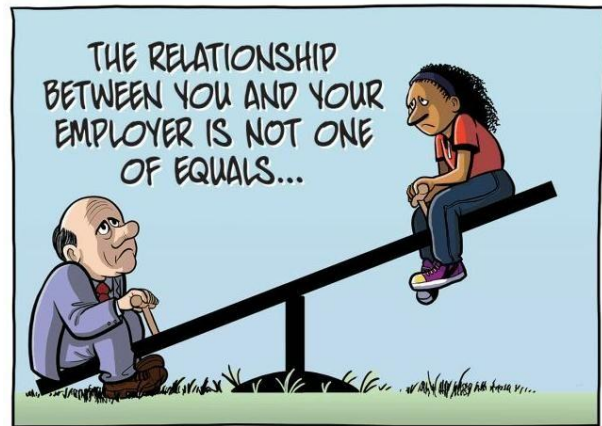
Ask your principal or supervisor for confirmation and make sure to follow up in email. Seek Union help by emailing: pattykleber@gmail.com or one of your Stewards using the e-mails below.

We can't do anything if we don't know about it. If you feel something isn't right, say it!

Share Your News!

If you know of any member who is ill, has welcomed a new child, has recently married or experienced a loss in his/her immediate family, please contact your Local. Send an email to: pres.cupe4186@gmail.com or leave a message 519-679-4186.

An Important Reminder!



Your Stewards Committee

Patty Kleber	Chief Steward	519-859-7807	pattykleber@gmail.com
Lori Berry	Student Support Administrator	St. Joseph's, St. Thomas	berrylori6@gmail.com
Lory De Melo	School Data and Information Administrator	St. Thomas Aquinas	lorydemelo1977@gmail.com
Caroline Hall	Educational Assistant	John Paul II	liverpoolsj14forever@rogers.com
Natasha Jackson	Educational Assistant	St. Joseph's, St. Thomas	natashajackson310@gmail.com
Andre King	Charge Custodian	Msgr. J.H. O'Neil	andreking228@gmail.com
Braeden MacKay	School Data and Information Administrator	St. Josephine Bakhita	bmacka6@uwo.ca
Stasha Medeiros	Educational Assistant	Blessed Sacrament	stashamedeiros@hotmail.com
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, London	daniellepowellcupe@gmail.com

OTIP Update - Edvantage

Don't miss out on discounts from Edvantage, your exclusive savings program! #OTIPUpdate



*Register for your account from your smartphone, tablet, or desktop today to continue accessing the discounts you love. Register today:
<https://bit.ly/35zDbN8>*



Stewards Corner

Question: The posting closed that I just applied to. When will I hear if I got the position?

Answer: The employer has 21 working days from the closing date of the posting. Then they have 21 calendar days to place the person in the position. From there they have 7 days from appointment to vacant position to name the successful applicant to the position.

Thank you for the question!

Contact a CUPE steward or the union office (519) 679-4186 with any questions you may have.

If you have a question that you would like answered in the next publication of Stewards Corner, please send it to: pattykleber@gmail.com

In Solidarity,

Lory De Melo
On behalf of the Stewards Committee

Feeling Overwhelmed and Stressed? EFAP is Here for You!



The Employee and Family Assistance Program (EFAP) provides CUPE members and their families with immediate and confidential help for any work, health or life concern. To contact Shepell, call 1-800-387-4765 or visit the website at workhealthlife.com

Another website to check out: lifeworks.com, also by Shepell where you can find a total well-being platform that supports the mental, physical, social and financial wellness of CUPE members and their families. EFAP also has several Apps you can download to access virtual counselling, check-ins or researching self-help topics!

Contest Alert!

CUPE Local 4186 At Work is a contest that will showcase the amazing work that CUPE members of all classifications do to support students and make schools and work sites across the LDCSB work. If you would like you or your team to be featured, submit a photo and a short statement about how you have been responding creatively, staying healthy, safe and successful on the job. Let us know! A draw for exciting prizes TBD.

Email: daniellepowellcupe@gmail.com

Communications Committee Update

Welcome to another year for our newsletter, *CUPE 4186 Matters*! Please stay tuned for exciting new articles. Remember that the U and I in Union are what makes us strong when we work together.

I would like to take this opportunity to welcome our new committee members:

- Robyn de Weerd
- Carol Ford
- Braeden MacKay

A big thank you to Stasha, Alex, Irene and Anne for all of their hard work last year.

Let's hope that 2021-2022 will bring us all new beginnings.

Yours in solidarity,

Your communications committee.

Danielle Powell
2nd Vice President

Getting Involved in Your Union



The most important thing to know about your union is that **YOU** are the union. A union is only as strong, effective, and powerful as the members who participate. You can

best exercise that power by being informed, involved and active in your union. **Listen, learn and act.**

Every member can take some simple steps to make your union a more powerful and effective vehicle for advancing your interests and the interests of your colleagues.

- Read your **Collective Agreement** and know where to find it – Your C.A. explains your rights and benefits at work and represents the focus of your union's activity.
- **Communicate with fellow employees and union leadership** about important workplace issues.
- **Attend meetings** – If you cannot make a meeting see if another member can attend and keep you up to date.
- **Read newsletters, E-Mails, surveys** – Read and review material that is distributed so you know what is going on.
- **Check the Local Website regularly at:** <https://4186.cupe.ca/>
- **Participate in the activities of the bargaining unit** – As your union does its work on your behalf, it will engage you to take part in days of action, complete surveys (such as for bargaining), provide feedback from the workplace. If your union is engaged in an activity, participate. **Remember the Union is you.**
- **Be politically informed and involved** - Now that education workers negotiate centrally with the provincial government, all members should work toward electing a labour friendly government.

On behalf of your Political Action Committee,
Lori Berry and Braeden MacKay

**GET !
INVOLVED!**