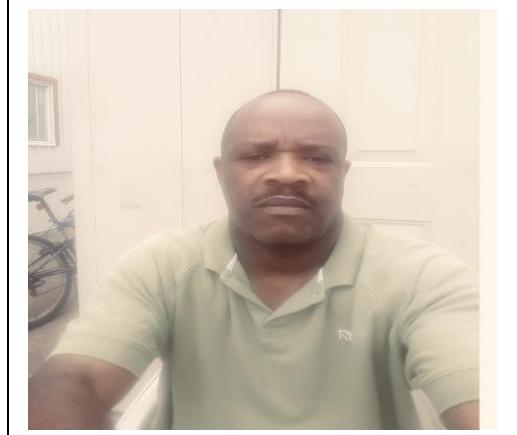


Getting to Know Your Executive Board

Hello, my name is Andre King and I am your Second VP of the Social Committee. I have been with the committee for a few years. I am a custodian at Monsignor J.H. O'Neil School in Tillsonburg. I became involved in CUPE to be informed and not to have second-hand information. I also wanted to participate in the activities to learn and contribute to my UNION. I am a steward who is always willing to do my best to help any member.

Thank you!



Health and Safety

The links below provide some hacks that can help with mask size/fit issues along with some other helpful information. If you feel that your mask does not fit properly you should reach out to your supervisor and Health and Wellness as they may have some extra advice to help find some solutions. This also applies to shields. Your Health and Safety Committee is working hard to keep everyone safe. If you have any questions or concerns about the health and safety of workers, please contact the committee members along with the CUPE Local 4186 office, using your personal email.



<https://www.youtube.com/watch?v=b32OvbKK1jq>

<https://www.consumerreports.org/coronavirus/how-to-fix-your-annoying-mask-covid-19/>

March-April

March 8:	International Women's Day
March 17:	St. Patrick's Day/ Irish Heritage Day
April 2:	Good Friday No School
April 5:	Easter Monday No School
April 10:	General Membership Meeting
April 12-16:	Spring Break No School
April 19:	Spring Fling Contest Deadline



Education

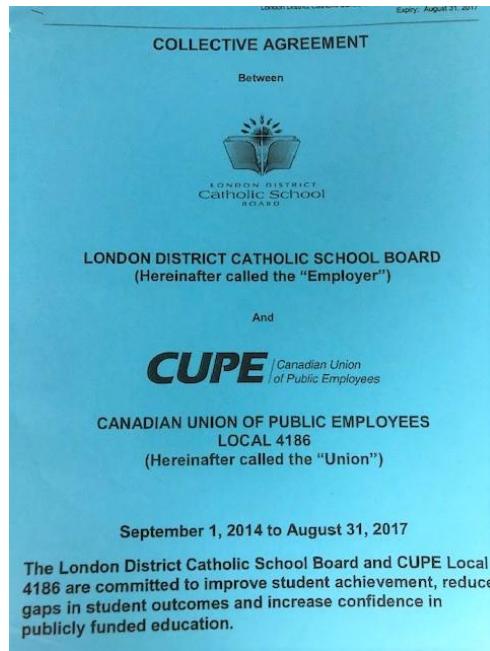
Coming up in March, four (4) members of our local, will attend the OSBCU Convention. This will be the first virtual OSBCU Convention. This is an election year and we are happy to report that one of our members will be running for the Health and Safety Rep. position. Alexandra Milliken has submitted her flyer and thanks everyone for supporting her goals. Educational opportunities are presented at our general membership meetings.



Everyday habits that drain your energy

1. Taking things personally.
2. Holding on to the past.
3. Always checking Facebook.
4. Over-stressing.
5. Sleeping in late.
6. Having a poor diet.
7. Fuelling drama.
8. Complaining all the time.
9. Overthinking.
10. Gossiping.
11. Not living in the moment.
12. Trying to please others.

Chief Steward



I quite often get phone calls from members asking when they will hear if they were the successful applicant in a posting. According to our Collective Agreement, the Employer has 21 'working' days to inform the successful applicant, and then they have 21 'calendar' days to place the person in the position. You should be notified within seven 'calendar' days of the successful applicant being placed into the vacancy of who the successful candidate was if you had applied to that position. If you do not hear from the Employer, email them and ask. Please cc me in as well. This is mutually agreed upon language in our Collective Agreement (Article 14) that the Employer needs to follow.

In Solidarity,

Patty Kleber



Spring Fling Contest

How will you celebrate Easter and your April Spring Break? We are still at home thinking of creative ideas for spending time within our bubbles. Share some of your activities with us - **entries must incorporate a spring or union theme**. As always, prizes will be awarded, and entries will be highlighted in the next newsletter. Email your entry to cupelocal4186@gmail.com no later than **April 19, 2021**.



Congratulations to Our New Sergeant-At-Arms



Stasha Medeiros was elected Sergeant-At-Arms at the February General Membership Meeting. Stasha is one of our local Stewards and a member on the Social and Communications Committees. She works as an Educational Assistant.

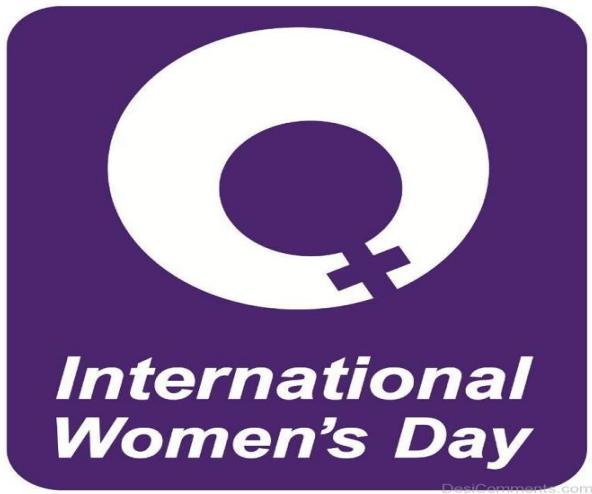


Do you have **questions** about your **Collective Agreement**? Send your question to pattykleber@gmail.com and look for the response in Stewards Corner. If your question is chosen to appear in the newsletter you will receive a prize from the local.



International Women's Day **#ChooseToChallenge**

International Women's Day is celebrated around the world on March 8. It started in the United States in 1909 to protest inhumane working conditions in clothing factories staffed mostly by women. According to the United Nations, it is an opportunity to celebrate women's contributions to society, raise awareness about the fight for gender parity and inspire support for organizations that help women globally. This year, the theme is **#ChooseToChallenge**, which highlights the importance of challenging biases and misconceptions in the interest of creating a more inclusive world. For more information, you can go to internationalwomensday.org.



Stewards Corner

Question: "How much bereavement time do I get?"

Bereavement Leave can be found in our Collective Agreement in Article 27.04.

There are different leaves granted for different absences.

- (a) Death of a spouse, mother, father, child/stepchild, brother/sister, the Employer will grant up to **five (5)** days, bereavement leave with pay.
- (b) Death of their mother/father-in-law, sister/brother-in-law, son/daughter-in-law, grandparent, grandparent-in-law, grandchild/grandchildren, the Employer will grant up to **three (3)** days bereavement leave of absence with pay.
- (c) Death of their aunt, uncle, niece, nephew, or first cousin, the Employer will grant one (1) day bereavement leave of absence with pay.
- (d) If the death occurs in the winter where a spring internment is necessary, one of the days from the sections (a) (b) (c) above may be taken at the time of internment.

Please remember to email your supervisor with your request. 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,
Danielle Powell
On behalf of the Stewards Committee

Political Action

Although the Ontario Government recognized the Value of Personal Support Workers and increased their hourly wage, it only goes to March 31, 2021. We have seen the sacrifice Personal Support workers have made in their communities. Now is our time to show we appreciate it. Please sign a letter to the MPP.
<https://cupe.on.ca/nohalfmeasures/>

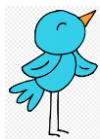
Are you interested in supporting long-term care workers? If so check out this letter to sign
<https://fixlongtermcare.ca/send-a-letter/>



These are just a couple of campaigns that we as local 4186 can help make a difference with. Thank you for your time. Lori

OTIP's got your back with a \$20 gift card when you get a quote for car or home insurance! Plus, get exceptional service & exclusive rates for the education community.

Note: Must speak with a broker on the phone & mention the offer to qualify <https://bit.ly/3nSuIv1> #otipupdate



OTIP Info: Buying a car? Why your insurance provider should be the first person you tell whether you are driving a shiny new car off the lot or found a used car in good shape on an auto buy-and-sell page, you'll need to notify your insurer before you write the cheque. The make, model and year of your vehicle are key factors in determining your auto insurance policy premiums and ensuring that you have the right amount of coverage in place. That's why it's so important to contact your insurance provider before you purchase a new vehicle. Depending on the make, model and year of your new vehicle, keeping your insurer updated could save you on your insurance premiums.

Learn more at www.otipinsurance.com/article102.



Seniority lists are available on the employer website in Human Resources under HR General Information.

Please check your seniority date for accuracy and report any Concerns in writing/email to jquigley@ldcsb.ca in HR prior to April 2, 2021 (cc the union in your email).

After April 2, 2021, the list shall be deemed accurate. For more information about seniority, see Article 13 in the Collective Agreement.

4186 SENIORITY LISTS

Union Committees

Our Local will hold committee elections at the June General Membership Meeting. In the month leading up to elections, you will be invited to participate in virtual open house meetings to learn more about our committees. To help us prepare for these sessions, send in any questions you may have about how our committees operate. We will provide answers to questions during the open house meetings. Visit the website if you are not sure what committees we have in our local (under "About Us"). More information will be distributed as we get closer to May.



CUPE Family Day Contest Results

We asked members to send in a photo of their families doing a fun activity on Family Day. We were overwhelmed by the amount of enthusiasm and loved seeing the members having fun with their families. Thank you to all who participated. **Congratulations to all our winners!**

Outdoor Fun: 1st place - Amber & Family; 2nd place- Jennifer & Family;
3rd place - Alex & Family

Indoor fun: 1st place- Sara & Family; 2nd place- Amanda & Family
3rd place - Vanessa & Family

Here are some of our amazing submissions:

