

WE'VE MOVED!!

CUPE Local 4186 has a new address:
540 Clarke Road, Unit 14
(north of Dundas Street).
Our mailing address is
P.O. Box 35041,
London, Ontario, N5W 5Z6.

We are still in the process of unpacking boxes and getting everything ready. It's important that you call the office at **(519) 679-4186** for an appointment as there will be no access for drop-in visitors, due to COVID.



JOKE OF THE DAY:

Q: What kind of flowers do you never give on Valentine's Day?

A: Cauliflowers!

What's CUPE Cooking?



INGREDIENTS

6 oz. white chocolate, coarsely chopped
2 oz. pink candy melts
1/4 tsp. canola or vegetable oil
8 oz. semisweet chocolate, coarsely chopped
Conversation heart candies and sprinkles, for decorating

DIRECTIONS

- Line a large baking sheet with parchment paper or a silicone baking mat; set aside.
- With a double boiler or microwave, melt white chocolate and candy melts together. If using a microwave, stir chocolate every 20 seconds. Once melted and smooth, stir in oil, then set aside.
- Melt semisweet chocolate the same way you melted white chocolate. Pour onto prepared baking sheet and spread out into a large rectangle using a spoon or rubber spatula.
- Drizzle white chocolate mixture on top, then use a knife or toothpick to swirl layers together. Sprinkle top of bark with conversation hearts and sprinkles.
- Refrigerate to set — about two hours. Once hardened, break into pieces as large or as small as you want and serve. *Enjoy!*

Feeling Overwhelmed, Stressed or Frazzled?
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 and do virtual counselling, check-ins or researching self-help topics!

Stewards Corner

“Why is it important to take a Steward with you to a preliminary Attendance Management meeting?”

Excellent question!

The Attendance Management Program (AMP) can be a stressful experience for members at any of its five stages. The Preliminary meeting may be the **most** stressful especially if it's your first experience. You may feel confused, anxious, defensive or intimidated by the meeting and why it is happening. Having a Steward with you provides you support, guidance, witness and clarity when you may feel overwhelmed by the situation.

Before the meeting, your Steward will confer confidentially with you to gain a better understanding of your situation and the reasons for your absences. This may bring to light whether your supervisor and the employer have cause to hold the meeting in the first place. Sometimes non-applicable absences are used toward the AMP threshold in error or absences due to an underlying medical condition may be at issue.

With this knowledge the Steward can guide the conversation toward a just outcome where your privacy is not violated and a fair estimate of future absences is achieved. This is important because it will apply for the following 90 working days which is a minimum of 4 1/2 months when you do not include holidays, PD days (NHAs, ESSSs and Cafeteria Staff) and March and Summer breaks.

If you receive a notification, which must be received a minimum of 24 hours prior, requesting that you attend a preliminary AMP meeting, contact the **Union Office (519) 679-4186** right away. You have the **right** to have a Steward present **before** any conversation with your supervisor(s) takes place.

In solidarity,
Patrick Gosling

On behalf of the Stewards Committee

[A Message From The President](#)

Welcome to 2021. With the last year behind us, we have the knowledge and the tools with which to approach the one that stretches before us. We know we must adhere to the protocols of physically distancing ourselves from others, of wearing masks to prevent and slow the spread of the virus, of not gathering in groups, of washing our hands and sanitizing on a regular basis to help keep ourselves and those around us healthy and safe.

In the same way that we learned how to deal with the pandemic, we can look back to 2018 and 2019 and take what we learned to start preparing for our future as education workers. This year will begin a year of preparation for the next round of bargaining in 2022. Unionists have learned that bargaining is a cycle, and we are always somewhere in that cycle. Last year the pandemic upstaged our place in that cycle and this year we must get back on track.

One of the most important preparations for bargaining is to ensure that our Local has an engaged membership. In 2019, our Local made good strides in engaging our members. Unfortunately, once the tentative central agreement was reached and the strike averted, that engagement declined. Last year brought its own challenges for member engagement as we entered uncertain times and the ability to gather in numbers was taken away from us. We now know that we will have to find innovative ways to reach out to our members, to inform our members and to re-engage all members.

The other important factor in preparing for the next round of bargaining will be to make sure we elect a labour-friendly government in Ontario. Education workers in Ontario are one of few labour groups who get to elect the people who sit on the other side of the table during negotiations. Last round we sat across from the Ford government at the Central Table. Let's not make that same mistake in 2022. Please make it a goal to visit our website twice a month and to read all emails that are sent to you. I hope you are enjoying the newsletter.

In solidarity, Irene

[Are You Interested In Being A Steward?](#)

- Are you open to learning more about the Collective Agreement?
- Interested in ongoing education?
- Ready to volunteer a few hours each month?
- Ready to stand up for what is just for our members and Local?
- Interested in becoming a Steward?

The Stewards Committee is currently looking for new Stewards. If you think you have what it takes, please contact Patty Kleber at pattykleber@gmail.com . The Stewards Committee will then send out a questionnaire for you to answer before inviting you to a meeting. Hope to hear from you soon!

Cut-off date for submissions is January 29, 2021.

Join US!

Getting to Know Your Executive Board



My Name is Lori Berry, I am the 2nd VP of Political Action and have been in the position for a year or so. I am a Student Support Administrator at a high school. My husband was always encouraging me to learn more about the Union and how it runs as he has always been very active in Unions and representing Trades. I started with the LDCSB back in 2005 with Express covering elementary secretaries, then a year LTO at a high school covering the SDIA. In 2008 I was hired at the CEC a non-union position doing Onsis Ministry reporting before I was laid off in 2015.

I became an elementary secretary and decided I had better listen and find out about the Local and how it works. Nothing like jumping in with both feet, I am a steward and sit on the social committee, bylaws, union management and was on the Bargaining committee. I have been very busy learning how the Union works for the membership and meeting people who all have found their way into CUPE Local 4186, as the saying goes: "Every day may not be good... but there's something good in every day." Stay safe.

If you have read this article, please send an email to berrylori6@gmail.com stating whether Lori works at a secondary school or an elementary school for a chance to win a prize.

Move over: How to safely respond to emergency vehicles while driving

Seeing flashing lights approach you as you're driving can be stressful. Some drivers panic and don't effectively move out of the way, causing delays for emergency vehicles.

The acronym "L.I.G.H.T." will help you calmly and safely clear the way with five simple steps.

Learn more at www.otipinsurance.com/article95.



Family Day Contest Time

What are you and your family or those in your personal bubble doing for Family Day? With nowhere to go and stuck at home right now, make plans to have some fun!!! Send us a photo of your bubble doing fun activities to get you through the winter blues. We will choose a winner and they will receive a prize!! Make sure you email your picture to cupelocal4186@gmail.com by February 19th to have your submission count. Thank you!



Send in your Questions for Stewards Corner

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

A question that seems to come up quite often is about filing a grievance. Before the written portion of a grievance is submitted to the Employer (Step 2) by a Steward, the member first has to complete Step 1, which involves a conversation (or email) with the supervisor about the matter. There are timelines attached to all of the Steps of the Grievance procedure too, so please make sure you are aware of those! The Grievance Procedure is Article 15 of our Collective Agreement.

Our Stewards continue to meet monthly as a committee. If you have any questions please feel free to contact either myself or one of our Stewards.
In solidarity, Patty

