

OMERS Progress Report

(The following is an abbreviated summary of CUPE Ontario President Fred Hahn's November 21 memo on changes to the OMERS pension plan and next steps.)

Thanks to all your efforts and working with our allies...the OMERS Sponsor Corporation Board voted against:

- Changes to the 100% guaranteed indexing benefits;
- Changes to early retirement benefits;
- Changes to pension calculations as part of the Canadian Pension (CPP) expansion.

Two changes which benefit CUPE members are:

- Eliminating the current cap of 35 years service;
- Allowing paramedics to retire at 60 instead of 65.

While the Board still has to decide how and when the changes will be implemented, it means that CUPE members can build their pension after 35 years service. As well, members do not have to wait until five years before their normal retirement age of 65 to collect a full pension.

For more details, please go to the CUPE Ontario website cupe.on.ca

Meeting Attendance Incentive

CONGRATULATIONS TO THE
NOVEMBER WINNER



Bill 47 passed – what does it mean?

With the passage of Bill 47 (Making Ontario Open for Business Act, 2018) in November, labour reforms proposed by the previous Ontario Liberal government were repealed. There will be no two paid sick days, equal pay for part-time or temporary workers or a minimum wage increase to \$15 an hour. Although our Collective Agreement exceeds these minimum standards, we must continue to fight for all workers' rights.

General Membership Meetings



The last General Membership Meeting of 2018 will be held on Saturday, December 15 starting at 9:30 a.m.

*Happy
Holidays
from Local
4186*

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Home for the Holidays: Safety Tips

The holiday season is a special time of the year when we get the chance to gather with family and friends, enjoy delicious food, and share in the festive spirit. However, with fun and festivity comes some increased safety risks. You can avoid holiday hazards by following these safety tips to keep you, your home and your loved ones safe this holiday season.

To learn more, visit www.otipinsurance.com/article30



General Supervision Duties for EAs

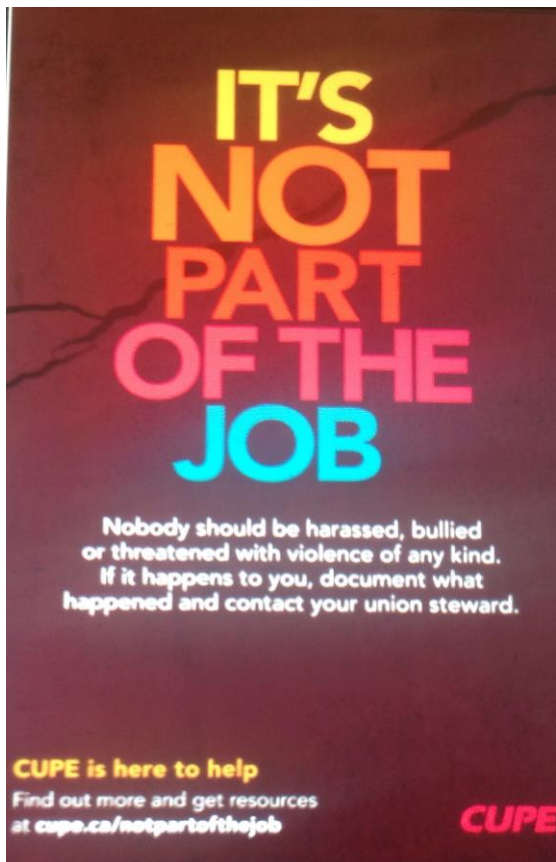
We have had a lot of calls lately about General Supervision for EAs. If you were hired after June 30, 2005, then you can be scheduled up to 30 minutes a day of General Supervision. If you have a student with Special Needs and some of his/her friends, then it is considered General Supervision. EAs hired prior to June 30, 2005 should not be doing any General Supervision and should only be supervising identified students at recesses and bus time. This can be found in our Collective Agreement – Letter of Agreement IV, page 129.

If you have any questions, or you feel that this is not happening at your school, please contact me at 519-859-7807 or 519-679-4186.

-- *Patty Kleber, CUPE Local 4186 Chief Steward*

Violence, bullying, harassment not part our job descriptions

For more resources, go to
cupe.ca/notpartofthejob



Please let us know. . .

If you know of any member who is ill, has had a baby, has recently married or experienced a loss in his/her family, please contact the Local. Send an email to cupelocal4186@gmail.com or leave a message at 519-679-4186.

Shout out to the Social Committee



Two great social events - the Retirees' Banquet/Christmas Party and the Children's Christmas Party - took place recently. Photos from the banquet will be on display at Saturday's General Meeting. Members and their families enjoyed making crafts and eating lunch as they awaited Santa's arrival earlier this month. Thank you to everyone who made these events so special!

