

The Collective Agreement is ratified - What happens next?

Now that the Collective Agreement has been ratified for the next three years, you may think all is well and there is no need to give it another thought. Nothing could be farther from the truth. Every Collective Agreement needs to be monitored to ensure all parties are following the agreed to language. Sometimes that language needs to be tested, defined or interpreted. As members of Local 4186, you will be an important part of this process over the next few years.

In the union world, it is said that bargaining is a cycle – engagement and mobilization helped us to be successful this year. It would be a shame to let all of our hard work go to waste. Our membership needs to remain engaged and acknowledge just how political our bargaining has become. There is work to be done in the three short years ahead before we once again head to the table with the government. We need to maintain the community allies we made this past year; we need to become involved in elections and ensure the next government at our bargaining table respects labour and the work we do as public service workers; we need to take part in campaigns to make our issues known and not rely only on bargaining for improvement of our working conditions. You have earned a break – take time to prepare for and enjoy the holiday season, then come back in the new year ready to carry on the good work we have begun.

Kindness Makes Us Happier

In 2004 at the University of California, participants performed acts of kindness for ten weeks and researchers conclusively found that being kind makes us much happier; not only happier but **very** happy.

Kindness Changes Our Brains

Research shows us that the brain is not fixed and can be changed. This is called neuroplasticity. Thinking kind thoughts creates millions of new connections on the left side of the brain (just above your left eye). Tibetan monks who practice loving kindness meditation have extremely large prefrontal cortexes.

Kindness Combats Stress

When we are stressed, we release the stress hormone cortisol. Cortisol raises blood pressure, disrupts sleep, lowers our immunity and causes hormone imbalances. According to Dr David Hamilton, when we practice kindness, we release what he calls 'The Cuddle Chemical,' which protects our heart and reduces cortisol.

Kindness Improves Relationships

Being kind effects how we feel and how we interact with others. It improves our relations with family, friends, colleagues, neighbours and strangers. A study of over 10,000 people in 33 countries found that people rated kindness as being the most attractive characteristic for both men and women.

Kindness is Contagious

Being around kind people is contagious and makes us feel happier. It is known as the Mother Theresa Effect. Our children learn from us, so by acting kind, we teach our children to be kind as well.

Don't Forget Self Kindness

Being kind to others is important but don't forget self-kindness. Practicing self-kindness reduces stress, lowers depression, builds resilience and makes us feel happier.

OTIP Update: Deadly Invisible Gases!

How to protect your family from deadly, invisible gases Radon and carbon monoxide are poisonous gases that are odourless, colourless and tasteless, making them threats to the safety of your home. Exposure to high levels of radon is the leading cause of lung cancer in non-smokers, causing over 3,200 Canadian deaths each year. Carbon monoxide is the leading cause of fatal poisonings in North America. By following the steps below and taking the proper precautions, you can help protect your home and family from these deadly gases.



Learn more at: www.otipinsurance.com/article51

Workplace Stress is a serious health and safety hazard that can have devastating effects. Stress occurs when there is a poor match between workplace demands and a worker's degree of control over work situations. We feel stress as the result of demands that are placed upon mind and body.



The following actions can help you combat stress:

- Eat right and sleep well
- Identify self-imposed stress
- Take your breaks
- Take a deep breath
- Refuse unsafe stressful working conditions
- Exercise



If you need some help dealing with stress, contact the Employee Family Assistance Program (EFAP) at 1-800-387-4765 (workhealthlife.com)

**Upcoming
Events**

GENERAL MEMBERSHIP MEETINGS

Saturday, December 7, 2019

LOCAL 4186 OFFICE

9:30 a.m.

Saturday, January 11, 2020

LOCAL 4186 OFFICE

9:30 a.m.

**Share Your
News**

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

News Items Welcome

If you have any items for the newsletter, please let Communications Vice-President Danielle Powell know at daniellepowellcupe@gmail.com

Work Assignments and Blurred Lines

We have been hearing about the lack of consistent work assignments in our workplaces. There have been many questions about who is supposed to do what.

Do the work of your classification.

If you are assigned to students with whom you have not previously worked, ask the questions about risks, safety plans and behaviour plans. You have the right to know what you are getting into.

If you are a DECE and are being asked to do the work of an EA, remind your supervisor that you do not do the work of another bargaining unit member and that you were hired to do a different important job. Report to the Union if this continues.

DECEs should not be transferred from class to class dependent upon numbers of students present for the day or the behaviours in a class that may not usually have a DECE assigned.

Casual workers should do the work of the classification to which they are assigned. There should be NO casual EAs working as ECEs as long as there continue to be failure to fills in the EA classification on a daily basis. If you accept work to fill an ECE absence, do only the work of the ECE. You should not be doing EA work when you accept an ECE assignment.

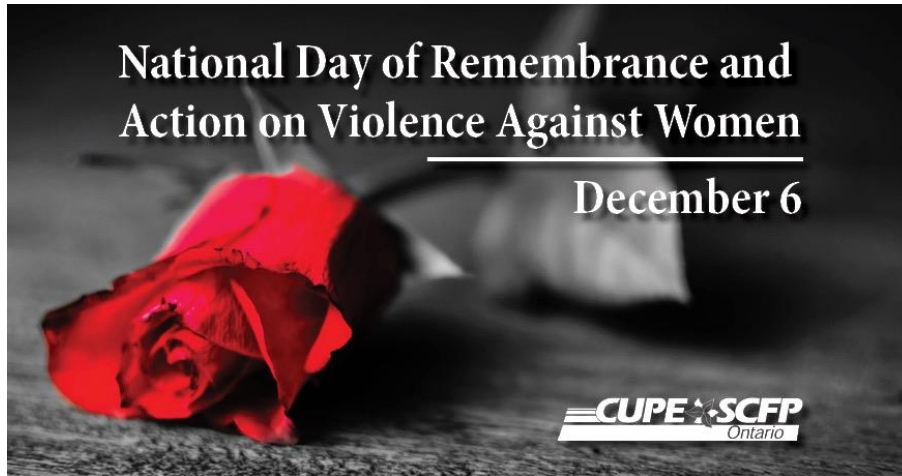
As workers, you should have some predictability to your daily work schedules. There are many members who receive new schedules several times a week. CUPE members should not be asked to bear the burden of insufficient funding for proper staffing in the system. As long as we continue to put out the fires and pretend it is all okay, nothing will change.

Your Local is looking for feedback regarding BMS Training.

Send Irene a quick email at cupelocal4186@gmail.com to let her know

- what you like about the training
- what you do not like (and why)
- what you think would be beneficial to include in the training.

The feedback would be appreciated before December 5



Every December 6, CUPE members recognize the National Day of Remembrance and Action on Violence Against Women. 2019 marks the 30th anniversary of the tragic events that took place at l'Ecole Polytechnique de Montreal, where 14 women, including a CUPE member, were targeted and killed by a gunman. This day reminds us that we all have a role to play in making our workplace and communities safer for women.

Adapted from Cupe.on.ca

Ten Common Car Myths Debunked



MYTH: The type of car I drive has no impact on my insurance rates.

FACT: Yes, the type of car that you drive does indeed influence your car insurance rates.

Learn more at www.otipinsurance.com/article49



**STRONGER
TOGETHER**

