

## What Has a Union Ever Done for You?

If you have ever wondered why you should belong to a union, give some thought to the following and whether you would have access to them without the power of a union and the many unionized workers behind you:

- A five-day work week with weekends off
- Paid vacation (or vacation pay added to your wage)
- Health benefits
- Paid sick time
- Breaks during your work day
- Paid time off for Statutory Holidays
- Health and Safety Laws
- Paid bereavement leave
- Collective Bargaining
- The protection that comes from strength in numbers

The time to get involved in our union is now.

THE TRADE UNION MOVEMENT REPRESENTS  
THE ORGANIZED ECONOMIC POWER OF THE  
WORKERS... IT IS IN REALITY THE MOST  
POTENT AND THE MOST DIRECT SOCIAL  
INSURANCE THE WORKERS CAN ESTABLISH.

- SAMUEL GOMPERS -

LIQQUOTES.COM

HAVE YOU COMPLETED THE  
STRIKE PAY APPLICATION FORM?



If not...REGISTER right away!

Didn't receive the link?

CHECK your junk and spam folders and  
then contact the local!

## STRIKE VOTE MEETING

DATE: MONDAY SEPTEMBER 9, 2019

WHERE: **BMO Centre** (Sports Complex)  
Second Floor  
295 Rectory St. London

**ONE LOCATION ONLY!!!**

TIMES: 9:00 a.m., 12:00 noon,  
3:30 p.m. and 5:30 p.m.



## The Danger of Workplace Gossip



### What is gossip?

Technically, **gossip** is any sharing of trivial or unsubstantiated information. Gossip is also sharing information that is not yours to share - information you do not own. Gossip can have negative side affects in the workplace. Gossip can increase conflict and decrease morale. It can strain relationships and break down the trust level within groups. Gossip can be destructive to teamwork.

Here's how to get out of the gossip pipeline:

1. **Be busy.** Gossipmongers want attention. If you're preoccupied with your work, you can't be available to listen to their latest story.
2. **Don't participate.** Walk away from the story. Don't give visual clues that you are interested in listening. If someone passes a juicy story on to you, don't pass it any further. Take personal responsibility to act with integrity.
3. **Turn it around by saying something positive.** It isn't nearly as much fun to spread negative news if it's spoiled by a complimentary phrase about the person being discussed.
4. **Avoid the gossip.** If you notice one person who consistently makes trouble, take the necessary actions to have as little interaction with that person as possible. Avoid him/her.
5. **Keep your private life private.** Don't trust personal information with coworkers. Remember, if they are gossiping about others, they will gossip about you, too. Don't give them ammunition.
6. **Choose your friends wisely at work.** You spend a good deal of time at work so it's natural for friendships to develop. Share information sparingly until you are sure that you have built up a level of trust. Also, close association with gossipers will give the perception that you are a gossip.
7. **Be direct.** If you confront the gossip and confidently tell him or her that such behavior is making it uncomfortable for you and other coworkers, it's likely to stop.

Abbajay, Mary. "The Danger of Workplace Gossip". Careerstone Group, LLC

[https://federation.edu.au/\\_\\_data/assets/pdf\\_file/0008/348686/The-danger-ofworkplace-gossip.pdf](https://federation.edu.au/__data/assets/pdf_file/0008/348686/The-danger-ofworkplace-gossip.pdf)

### Attendance Incentive

Join us at the first  
**General Membership Meeting**  
on Sat., September 14, 2019

You may be our next  
**WINNER!**

**THINK**  
before you speak.

- T** = Is it True?
- H** = Is it Helpful?
- I** = Is it Inspiring?
- N** = Is it Necessary?
- K** = Is it Kind?

Visit the CUPE 4186  
Website for valuable  
information

- \* Local Executive Contact Info
- \* Stewards
- \* Committee Members

**CHECK US OUT!**



### Water Damage:

What you need to know...

Water damage can be dangerous, not only to the integrity of your home, but also to your health. It is important to know how to prevent water damage, as well as how to recover from it. Any dwelling has the potential to experience leaks, which could cause damage to your flooring, drywall and belongings; not to mention harmful mold that can take root and cause health issues.

To learn more, visit:

[www.otipinsurance.com/article45](http://www.otipinsurance.com/article45)

### School Bus Safety:

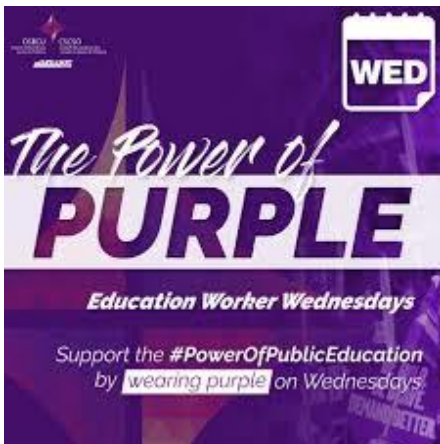
How not abiding by the rules of the road can affect your insurance rates..

Did you know that a single infraction involving a School bus can affect your car insurance premiums? Road safety, especially related to children, is very important. This importance is reflected in insurance company policies, which penalize drivers who do not exercise proper caution around children. The best course of action is to familiarize yourself with the rules of the road, and to remain vigilant around school zones and buses.

To learn more, visit:

[www.otipinsurance.com/article43](http://www.otipinsurance.com/article43)

## EDUCATION WORKER WEDNESDAYS



**Wear Purple every  
Wednesday!**

Show **solidarity and support** for  
your **OSBCU Bargaining Team!**

**WE** are **EDUCATION WORKERS**  
and **WE** are the **power of Public  
Education!**

*We must be loud.*

*We must be clear.*

*We must be  
unrelenting.*

*When we fight back  
— we can WIN.*

*Fred Halim*

CUPE Ontario Commission 2019  
**BE BOLD.  
BE BRAVE.**  
BUILD THE RESISTANCE

## Returning to Work after Illness or Injury

It has become apparent that our members are not aware of the process in place for someone returning from an injury or illness with restrictions/recommendations that may require accommodations in your workplace.

Here's what you need to know:

- notify the union that you are planning to return
- have your medical care provider complete a Sick Leave Medical Certificate Form and submit the form to Health and Wellness
- \*\*\*Your supervisor should not get a copy of the medical info!**
- be prepared to attend a meeting prior to returning to work with Health and Wellness, your supervisor and the union
- at the meeting we will discuss your restrictions and how you can be accommodated in your workplace

Do your best to give us some notice as it is often challenging to set up a meeting with short notice and your return could be delayed.

## Upcoming Events

**Monday, September 9<sup>th</sup>, 2019**

**Strike Vote Meeting**

**BMO Centre, 2nd Floor (one location only!)  
295 Rectory St., London**

**Saturday, September 14<sup>th</sup>, 2019**

**General Membership Meeting**

**BMO Centre @ 9:30 am**

**Local 4186 Retirement Banquet**

**Flyers will be distributed before the end of  
September to personal emails**

## Injured Workers Handbook

Take time to read the booklet found at  
<https://cupe.on.ca/wp-content/uploads/2017/02/Injured-Workers-Handbook-EN-e-version.pdf>

Know Your Rights! Know the employer's obligations!

Injured at work? The first step is to complete the Occupational Health and Safety – Incident Report Form.

**If in doubt, Fill it out!**

## Hazards in the School Yard

It's Time to Play Hardball, but not in the school yard.

When an elementary school in Toronto's east end banned hard sports balls from the school yard, some of the parents reacted like it was the end of recess! The students are now allowed to bring soft balls (such as Nerf or sponge balls) to use in school yard. I am a huge advocate of no hard balls in the school yard (and especially never on the tarmac!)- no soccer balls, basketballs, footballs, baseballs or volleyballs.

I spent many hours in the school yard doing student supervision and know first-hand, as do many of you, how dangerous these balls can be. The students do not always follow the rules for where and how to play with these balls either. In some cases, they even bring them into class and lob them about indoors. These hard sports balls present a true health and safety hazard to the education worker (not to mention the many students out in the school yard). Our employer would have us all wear helmets rather than tell the students they cannot bring these dangerous projectiles to school.

In the past few years I have attended too many meetings for our members who have suffered concussions as the result of injuries caused by hard sports balls. Parents can complain all they want but, until they visit some of our workplaces, spend time out on the yard during recess and see the dangers that hard balls present on the school yard - their complaints are just that.

The law states that the employer is to provide us with safe workplaces. This school year, I encourage all members to report these flying safety hazards on the hazard report form (let the union know when you have) and let's make our workplaces a little safer. Also report any near misses by balls or any contact from balls to your supervisor and on the incident report forms that should be faxed to the CEC.

Irene Smith



OSBCU (Ontario School Board Council of Unions) unites all 55 000 education support workers from school boards across Ontario. In 2017, the Government passed the School Boards Collective Bargaining Amendment Act, making central bargaining mandatory for all Unions that represent Education workers in Ontario. OSBCU is presently negotiating with the Ford Government for items that affect us all and are focused on the betterment of the working conditions for all Support Staff, as well as considering the needs of students and the community.

**'We are the power of public education'**

For more on what OSBCU does for you as a CUPE member, please visit their webpage at [www.osbcu.ca](http://www.osbcu.ca)