

OMERS FIGHT BACK CAMPAIGN

Once again, the issue regarding guaranteed indexing of your pension may be targeted. A few years ago, CUPE Ontario, plan members and allies were able to win the fight against removing the indexing.

This indexing will come up again for voting in June 2020. We NEED all members to be involved in a plan of action!

What we can do:

Invite a rep from CUPE Ontario to our March General meeting.

Participate in online actions

Send letters to OMERS board members stating:
LEAVE INDEXING ALONE!

Monitor e-blasts and keep up to date with all mail from OMERS. **BE INFORMED!**

SHARE information with others!

CUPE Ontario will continue to take whatever steps necessary to stop this, BUT they need every member to be actively involved!

CUPE members deserve guaranteed inflation indexing!
(Inflation Protection 100%)

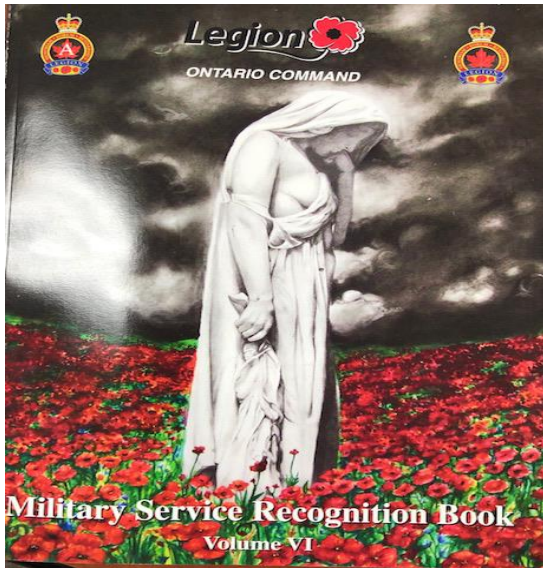


SUPPORT WORKERS SUPPORTING TEACHERS!

Standing strong to protect Public
Education in Ontario!



Supporting Our Vets!



CUPE 4186 once again voted to purchase an ad in the Military Service Recognition Book!



Canadian Union of Public Employees
Local 4186

Let us never forget the brave soldiers and their families who made great sacrifices for our country. We remember them with gratitude.

CUPE Local 4186 - Education Support Workers

DID YOU KNOW?

All general meetings are important to attend. You learn something new every time you come, and the sense of solidarity is always in the air. Did you know that at **every** general meeting there is a chance for you to win **prizes**? Prizes to brag about! Next meeting come check us out! Be in the know! Try your luck winning the jackpot of information **and** possibly cash or a gift card.

Bereavement Leave Did you know ...

If you have a death in the family, bereavement leave is available under **Article 27.04** of the Collective Agreement. You should discuss details with your immediate supervisor before commencement of the leave.

- For the **death** of a spouse, mother, father, child or stepchild, brother or sister, you will be granted **up to five days** bereavement leave **with pay**;
- For the **death** of a mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild or grandchildren, you will be granted **up to three days** bereavement leave **with pay**;
- For the **death** of an aunt, uncle, niece, nephew or first cousin, you will be granted **one day** bereavement leave **with pay**.
- If the **death** takes place in the **winter**, one of those days can be used for a **spring interment**.

For other types of leaves such as pregnancy/parental/adoption, educational and personal leaves, see Article 27 in the Collective Agreement.

NEED TO TALK TO SOMEONE? CONTACT ...

**Employee and Family
Assistance Program
(1 800 387 4765)**

**Immediate, confidential and voluntary support service
for you and your immediate family.
No cost to you or your family!**

Upcoming
Events

FEBRUARY GENERAL MEETING
FEBRUARY 8, 2020
LOCAL 4186 OFFICE
9:30 am.

COLUMBIA STORE EVENT
Jan. 31 - Feb. 23, 2020
1425 Max Brose Dr. Unit 1,
519-644-4900

FAMILY DAY
February 17, 2020

MARCH GENERAL MEETING
March 7, 2020
LOCAL 4186 OFFICE
9:30 am.

MARCH BREAK
March 16 - 20, 2020

APRIL GENERAL MEETING
April 4, 2020
LOCAL 4186 OFFICE
9:30 am.

GOOD FRIDAY
April 10, 2020

EASTER MONDAY
April 13, 2020

MAY GENERAL MEETING
MAY 9, 2020
LOCAL 4186 OFFICE
9:30 am.

VICTORIA DAY
May 18, 2020

JUNE GENERAL MEETING
June 13, 2020
LOCAL 4186 OFFICE
9:30 am.

LOST AND FOUND



Found ...

Coach eyeglasses bag,
Silver metal to go mug
Black scarf

Items were left during one of our off-site meetings. Please contact the office for more information!

NEW! Medical Certificate

As per the **new** Central Agreement, CUPE education workers across Ontario will be using a common Medical Certificate form. The Employer **may** request this medical confirmation in accordance with **Article C6.1 (h)**, but it should not automatically be used each time a worker is off just for illness that can be confirmed with a simple doctor's note. Please visit the website for more details about the form.



"Sick Days Notice - Less than 4 Days Remaining"

Have you ever received this notification in your email? Have you been annoyed that the employer is sending you an email with information attached about the Attendance Management Program? Part A of the Collective Agreement, Article C 6.1 (i) requires the employer to notify employees when they have exhausted their 11 days allocation of sick leave at 100% of salary. Our employer also sends out emails to let members know when they have used seven days as a heads up. Please review the notice carefully to ensure the dates listed were used for appropriate Sick Time reasons. There have been errors in reporting in the past, especially when dates have been entered by supervisors rather than the employee themselves. The AMP information is attached to help educate our members about the Attendance Management Program and the nine (9) day threshold. It does not mean that you are necessarily in the program. If you receive such notice and have concerns, call the office.

Overtime Article in New Collective Agreement

It is important to note that **all** overtime must be pre-approved by the employee's immediate supervisor or their designate (preferably in writing - email).

The following language for **lieu time** has been added to the **Overtime Article**:

All time worked in excess of the employee's normal workday or on a weekend shall be compensated at the appropriate overtime rate as per **Article 24.02 and 24.06**. An employee may request time off, at straight time, in lieu of payment, however such time off must be taken within three (3) months of working the overtime and approved by the supervisor. Should lieu time not be used within the three (3) months of working it, the time shall be paid out at the applicable overtime rate of pay.

Children's Annual Christmas Party

On December 1st, 2019 the Social Committee hosted their annual kids' Christmas party. Families joined us at the Polish Hall for games, caroling, arts and craft and SANTA!!! The children's faces were filled with amazement as Santa personally delivered each child a special gift. Thank you to the social committee and all who helped organize and plan.



Planning to build a backyard ice rink? Skate smoothly with these safety tips

Building a backyard rink can provide hours of winter fun for you, your family and friends. Whether you're teaching your son to skate, lacing up for some after-work exercise or teaching your daughter how to perfect her slapshot, a backyard ice rink will help you make the most of the winter months. But building a winter rink also comes with the responsibility of maintaining it and watching out for safety hazards. Here are a few tips to keep your family and friends safe on the ice.

For more information, visit

www.otipinsurance.com/article56.



10 snowmobile safety tips to keep in mind before hitting the trails this winter

Now that winter is here in full force, many Canadians are looking forward to hitting the snowmobile trails and gliding over kilometre after kilometre of fresh snow. Depending on where you live, snowmobiling may be more than a recreational activity. In some rural locations, snowmobiles also serve as a valuable mode of transportation. Whether you snowmobile for fun, or to get from one point to another, there are essential safety considerations to keep in mind before heading out.

For more information, visit

www.otipinsurance.com/article58.



Share Your News

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.

If you have any suggestions for input in our newsletter, please contact our
2nd VP Communications,
Danielle Powell
We want to hear from you!

Your Communications Committee