

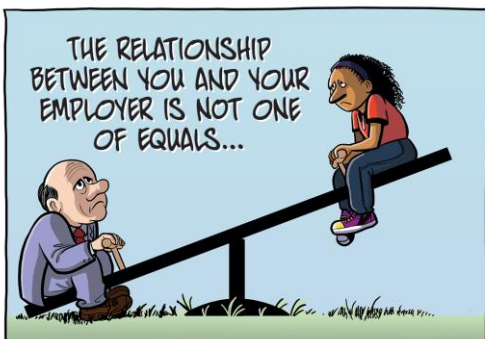
## President's Message

This June, at our regular monthly membership meeting, our local will once again be electing members to committees. The committees outlined in our [Bylaws](#) include the standing committees - Bylaws, Communications, Education, Political Action, and Social. We also have joint committees - Union Management, Early Intervention and Return to Work and Occupational Health and Safety. Members have access to information about the committees in the Bylaws and are always welcome to reach out and ask questions to get a better idea of what being a committee member entails. This year, your Executive Board along with Chairs of the committees have been working to prepare a Committee Open House during the General Membership Meeting on May 15, 2021. Please join us to hear brief presentations about your committees and participate by asking any questions you may have.

It takes many members to get involved and do the work of the union. This work takes many forms and is most successfully accomplished when many members work together to make it happen. Committees are a great way to get a little bit involved when you are not quite sure how much of the union experience you want. We hope you join us at the May GMM to learn more about how you can become more active as a union member and lend your energy and your talent to one of our committees. Looking forward to seeing many more of you there!

In solidarity,  
Irene

V O L U N T E E R  
*all that's missing is U!*



## YOU are the Union

The most important thing to know about your union is that **YOU** are the union. A **union** is only as **strong, effective,** and **powerful** as the **members** who participate in its operation and activities. You can best exercise that power by being informed, involved and active in your union.

Every member can take some simple steps to make your union a more powerful and effective vehicle for advancing your interests and the interests of your colleagues.

Read your [Collective Agreement](#) and know where to find it - Your C.A. explains your rights and benefits at work and represents the focus of your union's activity.

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## Getting to Know Your Executive Board



Hello, my name is Danielle Powell. I am an Educational Assistant. At present, I am the 2nd VP of Communications. I have been involved with CUPE 4186 for over 17 years. As a new employee of the LDCSB, back in 1999, I truly did not know anything. I only knew that 'Yeah, I finally have a job!' Raising a family on my own, I was happy to be working. I did attend the CUPE monthly meetings. (I believe back then I had to be present to get my union card). Then it happened. I was injured while working with a student and things snowballed. I didn't know anything! What were my rights? I quickly learned that we are so lucky to be part of a union. The help I received was truly a turning point for me. I quickly became active in the union. Today I am also on many committees. (Stewards, Social, Union Management, JJE, Political Action, Communications, Bylaws, Education, and our last Bargaining committee). I am always learning, love working together with others and am always ready to help with CUPE. What a journey!

## Stewards Corner

**Question:** If I am sick on the last work day before a statutory holiday, will I still be paid for the holiday?

**Response:** Under the law, an employer can hold back a worker's statutory holiday pay if that day is taken off before the stat or the day after the stat. The rule says an employee must work the last scheduled day before and the first day after a stat to get their pay.

In the Employment Standards Act there is the "Before and After Rule" meaning there must be reasonable cause for missing the day before or after the stat and sometimes a medical note would be required.

Typically, the employers do not apply the policy to employees who have requested or scheduled the time off in advance.

Contact a [CUPE Steward](#) or the union office (519) 679-4186 with any questions you may have.

In solidarity,  
Deb Popovic  
On behalf of the Stewards Committee

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



**OTIP RAEO New driver in the house? Discover how you can save money on insurance premiums!**

It's no secret that new drivers pay higher car insurance premiums, as they have less experience behind the wheel and the need to build up a safe driving record. This inexperience contributes to the overrepresentation of teenage drivers in car accidents — although young Canadians represent 13% of the licensed driving population, they account for 20% of motor vehicle deaths and injuries.<sup>1</sup> However, there are ways to save on car insurance for a new driver.

Learn more at [www.otipinsurance.com/article111](http://www.otipinsurance.com/article111).

***YOU are the Union, continued from page 1***

**Communicate** with fellow employees and **union** leadership about important workplace issues.

**Attend meetings** - If you cannot make a meeting see if another member can attend and keep you up to date. You can return the favour another month.

**Read newsletters, E-Mails, etc.** - Read and review material that is distributed so you know what is going on.

**Participate in the activities of the bargaining unit** -As your union does its work on your behalf, it will engage you to take part in days of action, [complete surveys \(such as for bargaining\)](#), provide feedback from the workplace. If your union is engaged in an activity, participate. Remember the Union is you.

**Be politically informed and involved** - Now that education workers negotiate centrally with the provincial government, all members should work toward electing a labour friendly government.

## Health and Safety

Someone wise once told me,  
" You may be an Educational Assistant, but  
you are NOT a punching bag!"



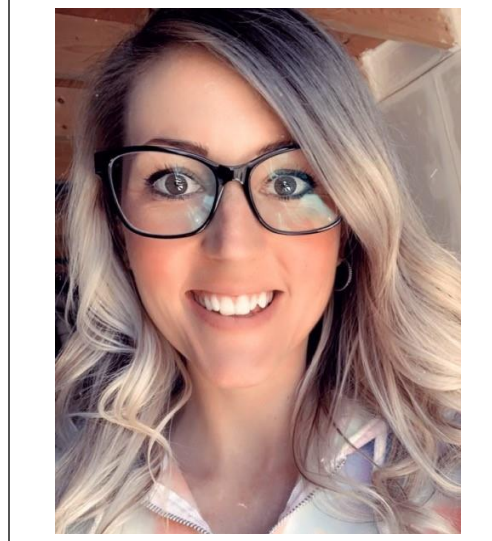
"I've gone home  
with bite marks  
and scratches  
and bloody  
noses... Just  
so I could do  
my job."

Inside the Classroom

It is extremely important that we all complete and submit the proper forms for instances of Occupational Violence. What is Occupational Violence? Well in very simple terms, it is when someone causes violence (whether that be throwing something at you, hitting, slapping, punching, scratching as well as so many other situations). Even the attempt to cause these aggressive actions must be reported as violence in the workplace. Did you know that incident reports create a paper trail for the Joint Occupational Health and Safety Team (as in the event of a work refusal) as well as tracking for WSIB purposes? When these forms are filled out it starts the ball rolling to having support for you and your co-workers in place; for review and modifications to behaviour and safety plans and in some cases, increasing the level of support.

In solidarity,  
Patti Rabaey  
On behalf of the Health and Safety  
Committee

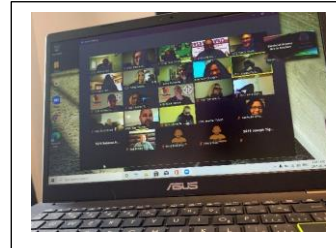
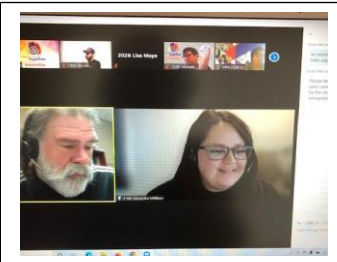
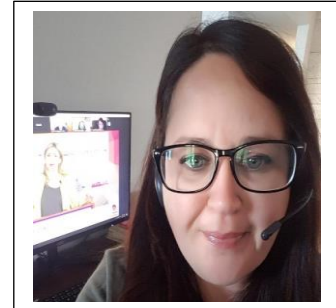
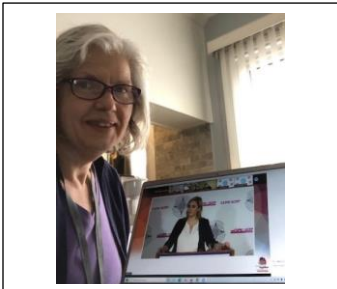
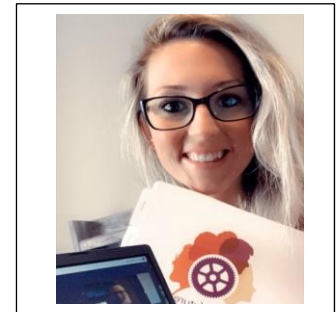
## Getting to Know Your Executive Board



Hello, I am Stasha Medeiros, and I am your Sergeant-at-Arms. I have been with the board for 10 years. I am an Educational Assistant at an elementary school and absolutely love my job. I became seriously involved in the Local about five or six years ago when covering Union leaves for Executive Members Irene Smith and Danielle Powell. I would always ask questions about what they were doing and how I could help them. I loved seeing how they made a difference in our members' work lives every day. They were standing up for each and every member and were making sure we are always safe. I wanted to be part of that. I started to come to meetings regularly and joined the Stewards Committee four years ago. I learned more about the Collective Agreement and the inner workings of our jobs. I love helping with the newsletter and organizing social events for our members. Thank you for electing me Sergeant-at-Arms and continuing to have faith in me in my Local roles. I love answering all the questions members ask me to the best of my ability and helping to make our work sites better places to be. Send an email to [cupelocal4186@gmail.com](mailto:cupelocal4186@gmail.com) stating two of Stasha's union activities to be entered in a draw.

### The Virtual OSBCU Convention

Four delegates from our local attended the first virtual convention for the Ontario School Board Council of Unions in March. The atmosphere was very different from past events as we sat alone in our personal spaces, listened to speakers, voted in online elections, and completed the important business of resolution and bylaws amendments. One of our local delegates, Alexandra Milliken, was elected as the Health and Safety Rep for the provincial council. Congratulations Alex! I think everyone would agree that, even though the current situation dictates virtual is the way to go, all locals are hopeful for a time when we can once again gather in a convention hall and experience the comradery that convention typically encourages. We missed the music, the networking, and, most of all, the energy that hundreds of union activists can provide with just a single applause.



### The Power of Purple Contest - Wear Purple and Show Your CUPE Spirit!

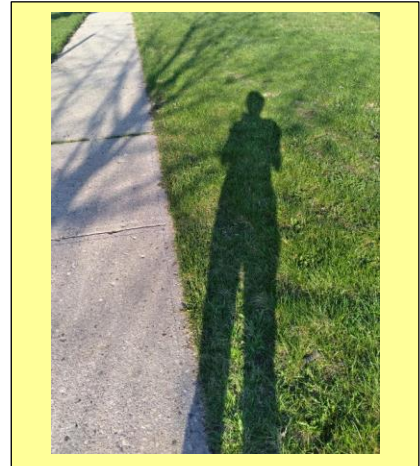
As we continue along the path in the cycle of bargaining, we ask members to re-engage with your local in the spirit of solidarity that continues to exist among all education workers in Ontario. **Solidarity is the action of being united behind a common goal or purpose or expressing support of a group so united.** Send us photos of your colourful and creative education worker purple solidarity actions before May 15. Prizes will be awarded. Can't wait to see **your** entry!



Please complete and submit  
Bargaining Surveys before May 15

**HAPPY SPRING! HAPPY EASTER!**

Thank you to all who participated in our Spring Fling contest!



Contest winners: Happy Spring: 1<sup>st</sup> prize - Alay; 2<sup>nd</sup> prize- Jen; 3<sup>rd</sup> prize- Hollie

Happy Easter: 1<sup>st</sup> prize- Cally; 2<sup>nd</sup> prize- Sara; 3<sup>rd</sup> prize- Drew

Honourable mention: Pamela, Anna, Stasha