



PRESIDENT'S MESSAGE

BY TRUDY SCOTT,
PRESIDENT, CUPE LOCAL 4154

June has arrived, another school year is ending. A year of so many stories of successes, kinders learning to zip up their coats, students learning to read, social skills being attained, students needs being met so they feel safe to come to school, compliments on clean classrooms, schools, and repairs completed to maintain safety. We as an Executive Board are very blessed to represent such caring and resolute members. All our roles pay such a vital part in providing a welcoming safe environment for all to thrive. Your work is seen and so appreciated!

CUPE LOCAL 4154
NEWSLETTER

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Hopefully, you can take part of the funds from the remedy to take time away, help towards that long-awaited renovation or pay bills to relieve some of the financial strain that many experience. Whatever you use your funds for we pray it brought you happiness, you all deserve it! Your dedication, participation and hard work helped achieve the Bill 124 remedy.

Please take time to experience all summer has to offer, sitting under a shady tree enjoying a book, swimming in a pool/lake on a scorching hot day, camping, golf, or whatever activity brings you peace and happiness.



We wish all of you a very fulfilling and relaxing summer, with many less worries. To those members who are working through the summer, please take your breaks and hydrate while working. The Heat Stress Tool Kit included in this newsletter has vital information for all of you, we encourage you to read the document. In your off hours take time to slow down and enjoy whatever part of summer that brings you peace.

You will be receiving your third \$1.00 raise September 1st, we all know given the current climate it is not enough, we need to continue to mobilize and fight. Please continue to talk to each other, and your community members we need to continue to educate on what we do in schools, highlighting our vital roles. Monitor your personal emails as we will continue to communicate with you via personal email.

Keep us informed of all concerns, we cannot help if we are not aware.

The office will be open over the summer if you have any questions or concerns. If I am going to be out of the office, there will be an automated reply indicating that I am away and who to contact. They will be able to connect with me in a case of an emergency. Otherwise, I will respond when I am back in the office.

Take care and stay safe,

Trudy c/o

Angie, Joel, Josephine, Laurie, Rhonda, and Sarah

HEALTH & SAFETY

Summer is around the corner....

With the warmer weather and rainy season ahead of us, here are some safety tips to remember to help keep you safe on the job.



Wet floors are a major contributor to slips and falls where serious injuries are the results. Please be mindful of the floors by watching where you are walking and reporting and hazards you may see to your supervisor immediately. Muddy and wet shoes from outside may cause you to slip and fall.



Wear proper footwear. It is recommended that you wear shoes with closed toes, straps at back and not wear flip flops. Having appropriate footwear can help prevent injuries from occurring. Please refer to your email sent to all staff on May 16th for further details.



Heat stress is a serious threat to workers. It occurs when the body is unable to get rid of excess heat, which causes the heart rate and core body temperature to increase, often leading to heat-related illness. Know the signs and symptoms. Symptoms include feeling faint, feeling weak, having chills, headache, rash on skin, cold clammy skin, muscle cramps.... These are just to name a few. There is a great website that provides you with tools and guidelines.



The Heat Stress Toolkit will help you understand the heat conditions in your workplace, assess the risk of heat stress and take action to protect yourself. The website is from the Occupational Health Clinics for Ontario Workers.

www.ohcow.on.ca/heat-stress-toolkit/ Please remember to report all unsafe working conditions immediately to your supervisor. Even if you are unsure, it is best practice to bring your concerns and questions forward before any accidents or injuries occur.

OTIP CORNER!

Through our partnership with OTIP all members have access to the following resources. Please check them out as they all are valuable resources for free.

AccessMHA

AccessMHA makes it easier to help find mental health and/or substance use support, services, and care. They eliminate the guesswork and work with you to refer you to the services you need, all while supporting you through the process. After reaching out to them, you will be paired with a trained mental health and addiction professional who will connect you to the services you need from a network of partner organizations.

Visit: www.accessmha.ca

Feelingbetternow.com

This site provides a toolbox of self-care resources to support you in your mental health challenges. Members create an account and have access to a wide variety of supports including apps, self-assessments, and videos.

Visit: www.feelingbetternow.com/otip

Lifeworks

Lifeworks is the employee and family assistance program that can provide immediate and confidential support by phone, online, or in person. They also have several health and wellness articles on their site, as well as self-guided courses to address specific areas in your life that you may be struggling with.

<https://lifeworks.com/en>

Starling Minds

Starling Minds is a digital program to help you better manage stress, anxiety, burnout, and depression. Take simple steps to help you lead a healthier, happier life.

Starling - Building Your Mental Fitness (starlingminds.com)



MEMBER IN GOOD STANDING

Why is registering as a Member in Good Standing important?

It is very important that all Local CUPE 4154 Members register as a Member in Good Standing.

Registering as a Member in Good Standing (MIGs) allows you to join in on our locals' meetings (either virtually or in person). It also allows you to vote at union meetings and to have a say on topics of interest, as well as participate in elections. MIGs are also able to run for elected positions and serve as union delegates at union events. All union members, old or new, are asked to register.

Request the Application for Membership to CUPE Local 4154 from president@cupe4154.ca.
Return your completed copy to president@cupe4154.ca.

Once you have completed your registration you will receive your
CUPE membership card.

Members are only required to register **ONCE**, if you have received a membership card, then please **DO NOT** register again!

CUPE 4154 Executive Board

NAME	POSITION	CONTACT INFORMATION
Trudy Scott	President	President@cupe4154.ca 613-349-0161
Josephine-Anne Woloshin	Secretary-Treasurer	Treasurer@cupe4154.ca 613-246-4301
Angela Thomas	Recording Secretary	Secretary@cupe4154.ca 613-292-5675
Sarah Atkinson	Vice – President: ICT/Library Tech/Secretary/Admin	AdminVP@cupe4154.ca 613-330-0662
Joel Richer	Vice-President: Custodial/Maintenance	CandMVP@cupe4154.ca 613-361-0376
Rhonda Peterson	Vice-President: EA/DECE/IAW/SSW	SpecEdVP@cupe4154.ca 613-246-8980
Laurie Taylor	Member at Large	Info@cupe4154.ca 613-930-8100

COMMUNICATION CENTER

CUPE Local 4154 New Employees:

The final new member meeting of the year is booked for **June 11th 10:00 am via TEAMS** for those members hired this school year who have not attended a new member meeting. For those members who are working days you need to inform your admin/supervisor that you will be taking 30 minutes to attend an online new member meeting, the right to attend these meetings are outlined in the CA, see below:

Article 3.01 (c) c) A new employee will be given the opportunity to meet with a union representative. This meeting will take place during the employee's regular working hours, with no loss of pay. The Union agrees that the application of this subsection will be applied in a reasonable fashion and bearing in mind the costs involved. If the meeting falls within your break you are still entitled to take your break at the conclusion of the meeting.

New member meetings take place the **second Tuesday of every month at 10:00 am via TEAMS** until June. Links to all new member meetings will be sent to you following the distribution of your letter of hire from HR. If you have not received the link, please email Trudy president@cupe4154.ca

MOBILIZATION

Survey coming in September!



Who doesn't like a deal? Save with Edvantage!

As a CUPE 4154 member you have access to Edvantage, if you do not have an Edvantage card please email Trudy president@cupe4154.ca from your personal email, your employee number and postal code.

Trudy will submit your information; you will then receive an email from Edvantage to complete the sign-up process.

Edvantage is a discount program that gives you access to discounted offers on products and services from many categories such as:

- Travel: vacations, hotel bookings, car rentals and more,
- Entertainment: attractions, and waterparks,
- Shopping: clothing, shoes, skincare and more,
- Health & wellness: gym memberships, and personal care products,
- Insurance: home and auto insurance,
- Services: moving, wills, financial and more,
- Gadgets & Tech: mobile phones and plans, appliances and more,
- & more

2024 CONVENTION OSBCU – CSCSO



OSBCU – CSCSO 2024 EXECUTIVE BOARD

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Joe Tigani - L3615

Vice-President

Rod McGee - L2486

Francophone Vice-President

Mitch Gagnon - L4865

Secretary-Treasurer

Jason Corbeil - L5555



CUPE Ontario 60th Annual Convention 2024

Wednesday, May 29 to Saturday, June 1, 2024



Our Deepest Sympathy

May the memories of your loved ones bring you solace, and may you find strength in the love and support that surrounds you. Our thoughts and prayers are with you, and we offer our deepest sympathies.

Tracy Rockburne
Ursula Flipsen
Stephanie Fisher
Brigitte Faubert – Geraghty
Jackie Hengeveld
Lisa Adams
Jennifer Cooney (trustee)
Ted and Donna (trustee) Nielsen
Kim Brown



TOGETHER
We are
STRONGER

