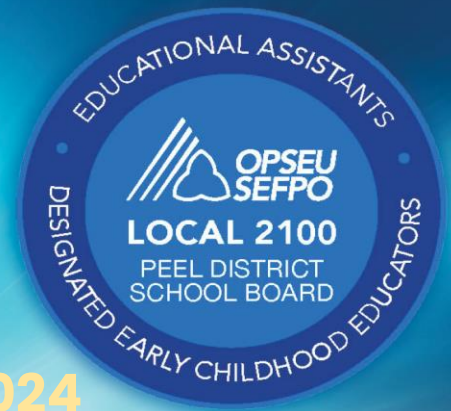


# OPSEU Local 2100 News & Views



Summer 2024

## Presidents Message

*The year is finally wrapping up and summer is around the corner. And what a year it has been!*

*OPSEU 2100 was successful in bargaining a new Collective Agreement, had an unprecedented turn out for General Member Meetings and have been successful in seeing change and consultation from the Employer, Peel District School Board. Through collaboration with OPSEU/SEFPO's Equity resources, we have been able to engage many of our Stewards in the Dismantling Systemic Racism training. We have finally seen a well deserved increase in our pay, through central negotiations, and eagerly await an additional increase through the settlement of Bill 124. Please ensure you are receiving emails from both Local 2100 and OPSEU/SEFPO to get updates on OCEW's settlement information.*

*In these last few days of the school year, I want to remind you all that you are appreciated. We often hear from Principals and the teachers' Unions how valuable our members are and how schools wouldn't be able to function without our amazing Educational Assistants and Early Childhood Educators. We get positive feedback from staff about how supportive and helpful our IS Team and CYCP Team is, along with the supports from other Central Board EA's including ASD and Transition EA's. You may not hear it often, but YOU ARE IMPORTANT!*

*On behalf of the Executive Officers, April Bello, Natacha Verdiel, Paulina Medeiros, Gena Di Giovanni, and myself, we thank you and wish you all a safe and restful summer break.*

Melody Hurtubise  
President, Local 2100

## Collective Agreement (CA) Ratification

As you are aware, the Local 2100 bargaining committee along with OPSEU/SEFPO's Staff Rep and Negotiator, spent nearly a year bargaining for the needs of our membership. After several lengthy meetings and filing for conciliation; taking a strike vote which led to a 98% yes response; and spending countless hours organizing strike committees, the committee was able to successfully ratify a new CA. While we were not able to get everything we proposed, we are in a stronger position for central bargaining, as well as local bargaining in 2026.

Central Bargaining through OCEW has provided us a \$1.00/hr increase each year for 4 years (2022-2026). Retroactive payments were made in March of 2024, and the next increase will be Sept. 1, 2024.

With the results of the bargaining process and agreements that were made, the Local Executive Officers have engaged in meetings with management officials to develop changes in Health and Safety protocols, Supervisions reviews, Performance Evaluations and additional training for newly hired casual members. All new processes should be in place by September 2024 and information will be shared with members.

**Another big thank to the hard working, diligent Bargaining Committee, consisting of April Bello, Natacha Verdiel, Gena Di Giovanni, Patricia Rizzo, Krista Den Braasem, and Jason Hughes.**

## OCEW & BILL 124 Update

Our Local, along with all other OPSEU/SEFPO educational locals and bargaining units in several other Unions are represented in Central Bargaining by Ontario Council of Education Workers (OCEW). After Central negotiations were completed, news escalated regarding the Constitutional challenge of Bill 124, dating back to 2019. It was announced in May 2024, that OCEW and OPSEU/SEFPO have reached an agreement and will accept the proposed increases of:

**2019-0.75%**

**2020-0.75%**

**2021-2.75%**

This is on top of the 1% that was mandated during those contract years.

Now that we have received confirmation that the Memorandum of Settlement has been signed by both parties, the employer has 120 days to finalize all retroactive payments. Peel District School Board has until October 15, 2024, to make all final payments. At this time, it is my understanding that no payments will be made in the summer, which would affect our employment insurance claims. Please remember that the Local has no control over this, but we will be in touch with HR and Payroll to determine when payments will be made and will update members when we have more details. Please be patient and ensure you are subscribed to receive emails from OPSEU/SEFPO and Local 2100.

## On Behalf of Your Health & Safety Committee

The local health & safety committee is dedicated to your safety, and we are always looking for ways in which we can better support you. That's why we're asking for your input through our Health and Safety Survey. By filling out the survey, you're not only helping the committee understand your needs better, but your responses will help us to develop initiatives and informative resources tailored to your needs. Your feedback will be instrumental in crafting these resources, ensuring they address the issues that matter most to you. Please take a moment to fill out the survey to help direct the committee and have an impact on the support and resources we provide you. Together, we can work towards ensuring a safer and healthier workplace for everyone.

The form is accessible on mobile devices as well as computers/tablets. Just click on the link and it should automatically redirect you to the form in your internet browser. Once the form has been filled out to the best of your ability, ensure you click "submit form" to send the responses to the committee.

<https://forms.gle/v7JRC41Y9SFPXRqP7>

**WE APPRECIATE YOUR PARTICIPATION**

### Professional Development (PD) September 3<sup>rd</sup>, EA Conference

Tuesday, September 3<sup>rd</sup> will be the first day of school for the 2024-2025 school year and it is designated as a Professional Learning Day. All permanent EA staff will be attending a mandatory in-person conference at the International Centre located at 6900 Airport Road in Mississauga on this day.

Please go to the survey link below to learn more about the conference and to make a selection from the learning opportunities being offered on that day. This survey must be completed by the June 28<sup>th</sup>.

<https://forms.office.com/r/32J0bfpgM8>

**Please contact Karen Del Ben if you have any questions. Karen can be reached via email.**

[karen.delben@peelsb.com](mailto:karen.delben@peelsb.com).

### OPSEU Central & Local 2100 Educationals

OPSEU/SEFPO Region 2 runs 3-4 weekend Educationals each year, and they are open to all members, and we encourage members to register.

With the largest educational local and one of the largest locals in region 2, we have been collaborating with our Staff Representative, Erika Warnes, and the Educational department to organize and provide educationals to our Local separately.

We have recently been able to organize many of our Stewards to engage in the Dismantling Systemic Racism training and will look at dates in the new school year to complete training for the remaining Stewards. In addition to this, we will be facilitating stewards training, grievance training and other relevant courses, to ensure our members are able to advocate for themselves and their colleagues.

**Please watch for updates in September.**

**Please note that the office is closed for the month of July.**

**Please email our Staff Rep, Erika Warnes if you need assistance [ewarnes@opseu.org](mailto:ewarnes@opseu.org).**

**Members are welcome to call the office, the office telephone number is 905-602-9300.**  
If your call is not answered, please leave a voicemail and your call will be returned.  
**Voicemails are checked regularly.**

If you are dealing with a time sensitive or urgent matter, we encourage you to email an Executive directly. When emailing, type "time sensitive" or "urgent" in the subject line.

**Not sure who to contact? Email [secretary-treasurer@opseu2100.ca](mailto:secretary-treasurer@opseu2100.ca).**

## **Your Local 2100 Executive Officers**

**Melody Hurtubise [president@opseu2100.ca](mailto:president@opseu2100.ca)**

**April Bello [firstvp@opseu2100.ca](mailto:firstvp@opseu2100.ca)**

**Natacha Verdiel [secondvp@opseu2100.ca](mailto:secondvp@opseu2100.ca)**

**Gena DiGiovanni [chiefsteward@opseu2100.ca](mailto:chiefsteward@opseu2100.ca)**

**Paulina Medeiros [secretary-treasurer@opseu2100.ca](mailto:secretary-treasurer@opseu2100.ca)**

## **Union Stewards**

Locations within the Board have **Union Stewards** who are responsible for communication between the Executive and the membership. These trained Stewards assist members on site as the need arises. If you have problems at work discuss them with your Steward, often your Steward can resolve them quickly. A list of Stewards, contact information and their locations can be found on our website and on the OPSEU Central website.

## **A Heartfelt Thank You to Our Stewards**

As we reflect on this immensely busy and turbulent school year, we want to extend out deepest gratitude for your unwavering dedication and hard work. Your tireless efforts have been instrumental in navigating the numerous challenges we've faced. From advocating for the rights and well-being of our members, to joining our mobilizing efforts all while ensuring a safe and supportive environment for everyone, your commitment has been truly inspiring. Your resilience and leadership have made a significant difference in our community.

**Thank you for all that you do. Together, we continue to build a stronger, more powerful local.**

## Local 2100 Website

Take time to familiarize yourself with our member portal on our website. You will find many resources, documents and tips including how to access your members savings and discounts, how to complete incident reports, your HPASP rights, Steward names and email addresses and much more.

To view documents and resources not available to the public you will need to sign in.

[www.opseu2100.ca](http://www.opseu2100.ca)

## Member Portals

As Members you have two member portals, one with OPSEU Central and another with Local 2100. It is your responsibility to ensure that both member portals are up to date and that your personal email address is the same in both portals.

Please take time to sign in and review your profiles.

### Local 2100 Member Portal

Need help signing in?

Email

[secretary-treasurer@opseu2100.ca](mailto:secretary-treasurer@opseu2100.ca)

### OPSEU Central Member Portal

Need help signing in?

Email

[memberportal@opseu.org](mailto:memberportal@opseu.org)

### **Employee Family Assistance Program (EFAP)**

Com Psych provides a full range of health and wellness services, and this program is available at no cost to you and your families. To learn more please click on the link below.

[ComPsych](#)

1-855-212-7543

**Your Health Matters!**

### **2024/2025 School Year Calendars**

**Regular & balanced calendars  
are now available on the Peel  
Intranet.**

## Employment Insurance (EI)

If you are currently on a medical leave, you must apply for sick benefits and complete an EI medical certificate. A list of FAQs is available on our website.

Contact Service Canada for all employment insurance related inquiries.

Service Canada can be contacted at 1-800-206-7218, or by visiting their Contact Service Canada for all employment insurance related inquiries.

## Members on Approved WSIB/Medical Leaves

### 1. Members who were on approved WSIB or other medical leave before the break, who returned to regular work duties by June 28th, 2024:

- Apply for regular EI benefits using the following link.  
<https://www.canada.ca/en/services/benefits/ei/ei-regular-benefit.html>

### 2. Members on approved WSIB or other medical leave who had not yet returned to full regular work duties and hours by June 28th, 2024:

Members on **WSIB** leave (for injuries or illnesses caused by work):

- Contact your WSIB case manager as soon as possible and ask if the WSIB will be paying you directly for the summer break.

#### If the answer is yes:

- check to make sure you receive this payment from the WSIB (by direct deposit, if you have this set up, or by cheque in the mail)
- if you do not receive this payment in one month, follow up with your case manager and be sure your address and email are correct, etc.

If you do not receive the payment, or it seems it was sent to the employer instead of given to you, notify the OPSEU Benefits Officer [workersafety@opseu.org](mailto:workersafety@opseu.org) and OPSEU 2100 Staff Representative Erika Warnes via email [ewarnes@opseu.org](mailto:ewarnes@opseu.org).



**If the answer is no, do the following five things:**

- ask your case manager to send you a decision letter
- when you receive WSIB's decision (by email or regular mail, depending what you have arranged with WSIB), send an Intent to Object form to the WSIB immediately (available on the WSIB's website – for help, contact [workersafety@opseu.org](mailto:workersafety@opseu.org) )
- after you have sent the Intent to the Object form to the WSIB, email the decision letter and your completed WSIB Intent to Object form to [workersafety@opseu.org](mailto:workersafety@opseu.org)
- ALSO immediately apply for EI sickness benefits with the following link: <https://www.canada.ca/en/services/benefits/ei/ei-sickness.html>
- ALSO send EI your medical certificate immediately once it has been completed by your family doctor, nurse practitioner, or walk-in clinic: <https://catalogue.servicecanada.gc.ca/content/EForms/en/Detail.html?Form=INS5140>

If WSIB says they will not send you your decision letter, or if your EI request is denied, notify OPSEU Benefits Officers and OPSEU 2100 Staff Rep Erika Warnes at [workersafety@opseu.org](mailto:workersafety@opseu.org) and [ewarnes@opseu.org](mailto:ewarnes@opseu.org)

**Members on other medical leaves (for non-work-related illnesses or injuries, or work injures not yet approved by WSIB), do two things:**

- apply for EI Sickness Benefits at the following link: <https://www.canada.ca/en/services/benefits/ei/ei-sickness.html>
- ALSO send EI your Medical Certificate once it has been completed by your treating physician: <https://catalogue.servicecanada.gc.ca/content/EForms/en/Detail.html?Form=INS5140>

**Note: If you are on long term disability benefits (LTD), your benefits should continue as they have been. No further action is necessary.**

If your LTD benefits stop during the lay off period, contact OPSEU Staff Representative Erika Warnes at [ewarnes@opseu.org](mailto:ewarnes@opseu.org).