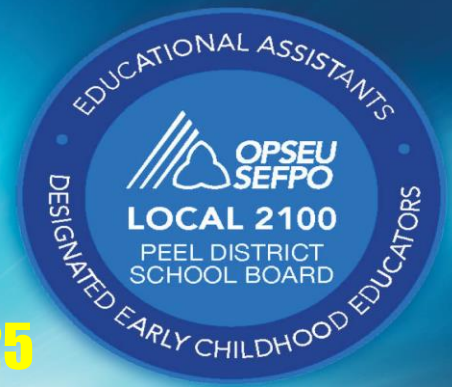


# OPSEU Local 2100 News & Views

Spring 2025



## Presidents Message

*After a blistery cold and snowy winter, I'm excited to know that Spring is right around the corner. And with that comes new growth. Not only in the world around us, but personal growth. Our members have begun advocating more for themselves and ensuring their rights are not being violated. We have seen an increase in members refusing unsafe work and reporting incidents. It's encouraging to know that members are feeling stronger and more capable of speaking up for themselves and their colleagues.*

*We know that change is coming in September with the Board's structure of congregated classes and have provided some feedback which we hope will support members. We have also been told that enrollment has decreased in kindergarten again for next year, resulting in some of our valued DECE's being excessed or surplussed. We will continue to work with the Board to try to get everyone back to work as soon as possible.*

*On behalf of the Executive Officers, enjoy your March Break.*

*Melody Hurtubise*

*"Life does not always give you what you want but if you look closely, you will see that it gives you what you need for your growth." – Leon Brown*

We invite you to contact an Executive Officer with any questions or concerns.  
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.

## **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 Officers 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.

### **Local 2100 Website**

You will find many resources, documents and tips on our website including how to complete incident reports, your HPASP rights, WSIB info, H&S, Steward names and email addresses and much more.

[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 to ensure consistent communication from both our Local and OPSEU Central.

### **Members Can Now Update Pronouns - Update Yours Today!**

#### **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)

## Communication Responsibilities

We want to remind our members that certain information is expected to come from the Employer, **not** the union. The union is responsible for supporting members when it comes to the collective agreement, our responsibilities of employment, advocating for members' rights and such. We are not responsible for communicating information that should be coming from the employer, such as tax information. While we attempt to work closely with the employer to get messaging out, we are not able to direct them in communicating. If you have questions related to your job, you should be contacting Human Resources, Payroll, Benefits, or other required departments. While you can copy the union to try to speed up the process of getting a response, we can't answer questions that we have little to no information about.

### Important Reminder for Casual Employees

There are currently over 1500 casual employees employed with the Peel Board and we are strongly urging casuals to pick up jobs. When casuals are NOT picking up jobs, it forces our employer to hire Emergency Workers into these positions. Emergency Workers cannot perform the duties of an EA, and this directly impacts your colleague's day, your students and the entire flow of your school.

Casuals are required to work a minimum number of days/hours per school year to avoid the risk of being terminated. Please note the following to ensure that you have met the minimum number of days/hours required.

#### **CASUAL Employees**

40 days, equivalent to 280 working hours

#### **Retired Casual Employees**

20 days, equivalent to 140 working hours

If you are uncertain of the number of days you have worked, please refer to vista to review your pay stub and/or contact payroll. Your payroll contact information can also be found on Vista.

If you need help signing into Vista, please contact the help desk.

### Emergency Workers (EWs)

As a reminder, Emergency workers (EWs) can only be called in to backfill an EA or DECE 30 minutes before the start of the day. This means they cannot be pre-booked in Smart Find. If you are noticing your book off is changed to "emergency replacement" in advance, please email your Principal and notify them that this is a violation of our collective agreement, and to change the absence back to open, so a qualified casual has an opportunity to pick up the job. It is also important that members are trying to connect with qualified casuals to check availability.

In addition, EWs are NOT allowed to toilet, provide personal care, feed, or provide safety measures. EWs cannot be trained or listed on a Safety Plan, nor should they be assisting students with high-risk behaviors. It is important that if members are seeing these actions, they notify the EW that they are violating our collective agreement and then notify the Principal preferably in writing, that you witnessed them performing tasks that are violating the collective agreement.

The Lunch Room Supervisor Local Executive is also reminding their members, that if they pick up work as an EW, they are NOT to be doing these tasks. We are working together to take a stand against the employer but also need our members to advocate for themselves and their role. Rather than emailing the Union to address these concerns, please email the Principal and copy the Union, so we are aware.

## WSIB Form 7s

When a worker is injured at work, they complete a WSIB form 6, the medical practitioner completes a WSIB Form 8, and the employer completes a WSIB Form 7. The employer in this case refers to the Abilities Department. Upon submitting your Form 6 and 8 to abilities, they will send you a Form 7 relating to your injury. PLEASE ensure you verify all the information on the Form 7 IMMEDIATELY upon receipt. Pay specific attention to your listed earnings (if you hold more than 1 position for example, you are both an EA AND a Travel Assistant then the pay information listed should be your total earnings in BOTH positions), ensure the vacation pay amount listed is correct. You must also notify WSIB if you are missing out on earnings from another employer (2nd jobs) due to your injury with this employer as those wages are also included in your entitlement. If the description of your accident is incorrect you must immediately identify what information is incorrect and ask that it be corrected.

**We suggest you copy Natacha Verdiel ([secondvp@opseu2100.ca](mailto:secondvp@opseu2100.ca)) to these emails as well as your Principal who needs to make the change.**

## Save the Date!

Our next General Membership Meeting (GMM) will take place virtually on May 7<sup>th</sup>, 2025, at 4:30pm. Registration links, agenda, and all documents pertaining to the meeting will be emailed to the membership closer to the date. Documents will also be posted on our website.

## Professional Development

We have been working with the Special Education department, and our PD Facilitator to ensure our mandatory modules that have been re-written are rolled out efficiently. As such, it is important to remember that they will go back to **in-person** learning. The expectation is that on Professional Learning days, EAs sign up for a mandatory module first, then other offerings, and if there isn't anything available, you are making arrangements to work at your location. Unless specifically approved by your Principal, you are expected to be in person. Virtual learning may still be an option for some workshops, but you are to be **at your location**.

If remote learning is an option, it will be communicated by the employer (not the Union), via email.

## Short Term Professional Development Leave (STPDL)

Permanent members are encouraged to seek professional development opportunities and apply for STPDL funds. The STPDL application and criteria/procedure can be found on our website, and our OPSEU 2100 chicklet. Please note that it is your responsibility to review the criteria/procedure prior to applying and ensure your application is approved by OPSEU 2100 PRIOR to attending or paying for your PD.

**Application deadline  
for the current year is  
June 1<sup>st</sup>, 2025.**

If you would like recommendations on what you can apply for, have questions regarding STPDL, or if your application is time sensitive, email

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

## OPSEU/SEPFO Convention

Congratulations to the following members who were elected as Delegates/Alternates to attend OPSEU/SEPFO Convention. Elected Delegates vote on policy and constitutional motions and for the first time this year, four Alternates will be attending Convention.

### Elected Delegates

Paulina Medeiros  
April Bello  
Natacha Verdiel  
Gena DiGiovanni  
Jason Hughes  
Donette Bobb  
Kathleen Gorven  
Catherine Kistner

### Elected Alternates

Brie-Ann Telford  
Leah Carroccia  
Sandra Hammond  
Atiya Sohail  
Jenna Suffern  
Genea Hylton  
Geetha Thakur

## Employment Insurance (EI)

If you are currently on a medical leave, you must apply for sick benefits and complete an EI medical certificate.

Current rates of pay and FAQs are 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 [website](#)

## Employee Family Assistance Program (EFAP)

Com Psych provides a full range of health and wellness services. This program is available at no cost to you and your families.

[ComPsych](#)

1-855-212-7543

**Your Health Matters!**

