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DPERWA Update

September 2023

President's Message

As president of the DPERWA, I am proud and honoured by the opportunity of leading membership through the next two years. Our great leadership team has extensive experience and knowledge and is committed to proudly serving and advancing the rights of our members.

This summer, I had the opportunity to attend the Canadian Labour Congress summer school where I studied alongside other activists from other unions across Canada. I was blessed with the chance to grow my leadership skills, forge relationships with peers across the province and fortify the work we do to make our unions and our movement even stronger.

Over the past three years, there have been many changes and upheaval in our work world. Your Executive is re-energized and ready to take on the opportunity that lies ahead to help you shape the future of work that we want, for ourselves and for our future generations.

We are currently still at the bargaining table demanding better wages from our province's decision makers. Many among us are suffering and continue to struggle to make ends meet by holding down two jobs. It is our time to say, "Enough!" DPERWA workers deserve better.

The summer break allowed me the opportunity to reflect on the past as well as new ways forward. As a student, I had the opportunity learn and share skills and experiences with my union brothers and sisters. This new knowledge will help to build the kind of strength and solidarity that we need to move forward. With the support of our members, I am confident that we will meet and exceed our expectations.

Our members are our number one priority and we will continue to work hard to protect and advance your rights at work and beyond. You can count on us to be in your corner, advocating for you every day. We will be a force for fairness and justice in your workplaces. But remember, YOU are the Union! The union is member-led and member-run. Strong member participation is the key to a strong union, so I encourage you to get involved and don't forget to select a Union Liaison for your school.

In solidarity,
Pamela Boniferro

Help Us Help You

We are taking every reasonable precaution to protect our workers. This includes your help in providing active worker participation. This includes working in compliance with the Act, **following the employer's safety procedures** and **reporting hazards**. It also includes refusing unsafe work as a last resort. Workers are protected by the Act from reprisal.

Please ensure your contact information remains up to date with the union. Email changes to info@dperwa.com

UPCOMING EVENTS

- Oct 5 – PD Workshop
- Oct 17 – ECE Day
- Oct 19 – Union Liaison Meeting
- Oct 26 – New Member Meeting
- Nov 2 – Fall General Membership Meeting

UNION CARDS

Check to make sure you know where your union card is. Either your paper or electronic copy (on your cell phone) will suffice to attend union meetings, participate in strike votes, participate in executive election votes, attendance on picket lines (to receive strike pay) and more.

Lost cards can be replaced by contacting Patricia McGrillis at the office (info@dperwa.com)

Violence In Schools

- **ANY INCIDENT OF VIOLENCE NEEDS TO BE REPORTED, REGARDLESS OF THE AGE OF THE PUPIL, BY THE END OF THE DAY OF THE INCIDENT.**
- GF390, Incident Report forms, and Safe Schools forms (GF025) need to be filled in, especially if police get involved. This is the paper trail that can mean the difference between something being done or not.
- Anything that is: **A Near Miss, Requires First Aid, or results in Lost Time** for you, **MUST** be reported even if your principal says not to.
- Process Is:
 1. Principal to do a Risk Assessment;
 2. Principal to revise or create a safety plan after consulting with affected staff;
 3. Principal to notify staff about any potential risk from a student.

Accidents at Work

- Immediately notify your principal;
- Fill out online incident report, GF390;
- Seek medical attention immediately -- You can leave work to get the medical attention on that day and not lose any pay;
- Your doctor must complete a WSIB Form 8 and provide you with a copy;
- You must fill out WSIB Form 6, which can be done online;
- Submit copies of Form 8 & Form 6 to the board (HPWMailbox@dpcdsb.org, attention Catherine Danelon);
- The board will complete Form 7 and provide you with a copy;
- Without a doctor's certification of your condition, the board can send you back to work with accommodations.

CURRENT TOP WORKPLACE HEALTH AND SAFETY INCIDENTS ARE FOR:

- workplace violence;
- slips/falls;
- lack of cleaning in the schools.

Reminder for DECEs

ARTICLE 203 - DOCUMENTATION

203.01 It is understood that **no person shall be employed in a school for which membership in the College of Early Childhood Educators is required, unless the person is a member in good standing with the College of Early Childhood Educators.** Proof of qualifications and experience must be submitted to the Board. **The onus is on the Designated Early Childhood Educator** to ensure that the necessary documents are forwarded to the Human Resources Department prior to the commencement of employment.

When your College of ECE registration is expiring send the new proof to Andrew.Puma@dpcdsb.org.

The Better Schools and Student Outcome Act, 2023

The above-mentioned act received Royal Assent on June 8, 2023. The following changes will impact you this school year:

- Boards must post in a prominent location on the board's public website data for the participating school and include in communication to parents the details of the upcoming PD day topics or focus, entity hosting, the activities, format, learning and delivery methods, content, presenters, and resources at least 14 days in advance of the PA day.
- Students enrolled in Teachers' College will be eligible to work as supply teachers while completing their studies.
- September 1, 2023 implementation of PMM 168, Reading Instruction and Early Reading Screening.
- Boards will need to clarify roles and responsibilities of the school board, staff, school and community mental health providers when it comes to student mental health.

DPERWA Website

The DPERWA website is back online. You can find it at www.dperwa.com. All members have access to the contents of it. Your username and password were provided to you upon hire. If you are unable to log on, please send an email to Kimberley vp2@dperwa.com and she will assist you.

Reminders

Your classroom teacher or Department Head is not your supervisor:

If you are late or need to leave early, you must let your principal know. Unfortunately, some of our members have been disciplined for leaving and not letting their principal know.

Pulled to cover a class:

You should not be pulled to cover a teacher's class when a supply is unavailable. If you are asked to do this please call the DPERWA office.

New School Calendar:

The 2023-2024 school calendar is posted on DP24.

Day-to-Day Supply vs Short Term Contract:

Collective Agreement ARTICLE 101–DEFINITIONS

101.01

Supply Educational Resource Workers who are employed for fourteen (14) consecutive days or more...in the same assignment for the same absent Educational Resource Worker will be paid the appropriate rate of Category 1 or Category 3 Wage Schedule, retroactive to the first day of the assignment to that position and shall be considered a Short Term Educational Resource Worker... In determining whether a daily assignment becomes a Short Term assignment, the Board will not regard an absence for a Professional Development day or a Statutory Holiday as breaking the consecutiveness of the assignment.

PED:

Students can only use PED during instructional time for instructional purposes. The DPERWA is encouraging you NOT to confiscate any device. If something happens to the device, you may be held responsible for it. If you have students who don't comply, speak to your administration and let them know.

Loss/Damages:

The employer will only provide reimbursement for the replacement of essential personal/medical items and devices such as prescription glasses. They will not reimburse you for the replacement of items such as personal electronic devices.

Student Pictures:

You need to obtain consent for taking pictures of students.

